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VOLUME LXVIII

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FOR THE YEAR

1968

CANADA DEPARTMENT OF LABOUR

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Editor in Chief—W. S. DRINKWATER
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(See PART II)

Erratum

On page 259 — Column 1 — Para. 4 — Line 8 — for 0.9 *read* 9.0.

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labour gazette

VOL. LXVIII, No. 1, January 1968

International Year For Human Rights 1968

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Winter scene in the Laurentian Mountains near Ste. Adèle, Que.
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Picard Inquiry Commission On the St. Lawrence Ports

The Industrial Inquiry Commission has investigated possible technological and other changes having a bearing on improvements in productivity, the size and structure of gangs, calls and recalls of men, job security, and related matters

The St. Lawrence Ports Working Conditions Act, which was passed by Parliament and assented to July 14, 1966, set out the terms of reference for an Industrial Inquiry Commission conducted by Dr. Laurent A. Picard (L.G. 1966, p. 430). The Picard Commission was appointed pursuant to Sec. 56 of The Industrial Relations and Disputes Investigation Act by Hon. J. R. Nicholson, Minister of Labour.

This action was prompted by a strike that had been paralysing the movement of ocean-going vessels in the ports of Montreal, Quebec, and Trois-Rivières, Que., since May 9, 1966. The dispute was between union Locals 375, 1552, and 1657 in Montreal, 1606 and 1739 in Quebec, and 1846 in Trois-Rivières—all of which were members of the International Longshoremen's Association, and the Shipping Federation of Canada Inc. The St. Lawrence Ports Working Conditions Act provides that the findings of the Picard Commission would be binding on the longshoremen and the employers.

The main findings are:

1. A new structure for the deployment of men has been introduced. In this new structure, the basic size of the gang will be 16 plus one foreman in Montreal, to which could be added extra men as required. The new structure includes a provision for regular rest periods that were not part of the former structure. Formerly, the gangs were made up in Montreal of 17 men for loading and 19 men for unloading, plus one foreman in each case, plus one or two forklift operators. An exact comparison, however, cannot be made between the old and new structure, because rest periods were not previously provided under the collective agreement. A similar structure is introduced in Quebec City and Trois-Rivières, the basic size of the gang in Quebec City being 16 plus one foreman, and in Trois-Rivières, 15 plus one foreman.

2. For all longshoremen covered by the St. Lawrence Ports Working Conditions Act in Montreal, the principle of a guarantee of 40 hours a week has been recognized. The level of guarantee, however, will depend on a productivity index, and will reach the maximum of 40 hours a week whenever the level of productivity is equivalent to that which prevailed in 1964. A weekly guarantee is provided also for the checkers in Montreal, based on a volume or production index. In the case of the ship liners in Montreal, and all longshoremen in Trois-Rivières and Quebec, a seasonal work guarantee is provided based on a volume index.

3. To provide for the payment of the job security guarantee to members of the locals in all three ports, a payment of 15 cents for each equivalent ton will be paid by every employer into a job security fund.

4. Three hours of work shall be guaranteed on each call and recall, irrespective of weather conditions. The existing agreements provide for call and recall guarantees of four hours during the active season, and two hours when gangs cannot begin work because of rain.

5. A large number of additional safety measures are introduced, including a detailed Safety Code. Provision is made for the employment of safety engineers and the establishment of a joint safety committee.

6. A number of measures have been introduced to improve working conditions in the ports, including provision for rest rooms, showers, lockers, and a canteen service.

7. Maximum hours of work have been established at 48 hours a week on the average, which complies with the provisions of the Canada Labour (Standards) Code.

The decisions of the Commission, when compared with the demands of the various parties, grant each party the major part of what it asked for, Dr. Picard said in his report. Employers are granted flexibility in the form of reduced gang size, sling loads and methods of work.

Longshoremen are granted better working conditions, a security code, rest periods integrated within the structure of the work period, and a work guarantee. In the case of Montreal Locals 975 and 1657, Dr. Picard noted, this guarantee is the highest in all ports, at least in North America, because it is weekly. In the case of the other ports, the guarantee is as high as the available hours and the competitive position of these ports warrant; it is even superior to that of New York, if one considers the length of the shipping season," the report said.

Whether by weekly guarantee or seasonal guarantee, the longshoremen covered by the Act will receive full protection, so there will no longer be any reason for the unions to fear and to oppose technological improvements. On the contrary, technological improvements and increased productivity will, in the long run, enable the ports to maintain their competitive position while offering maximum job security.

But each party must pay the price of this, Dr. Picard noted. Employers will have to contribute to a job security fund and endure a partial rotation of the work gangs that will give rise to a certain number of problems. Longshoremen will have to accept a reduced basic gang, and consent to the suppression of certain restrictive practices.

Among the other studies conducted by the Commission, it was noted that there had been a drop in the volume of cargo handled in the port of Montreal during 1966. The report emphasized the effect of the weakening of the port's competitive position on the dock workers and their employers.

"Because the port of Montreal must compete with certain American ports, any weakening of its competitive position may spell a decrease in activity of Canadian ports to the advantage of American ports. This obviously constitutes a national problem.

"But if one considers national interest much more is at stake. In fact, any drop in productivity at the port of Montreal . . . leads sooner or later to an increase in prices, which weakens our competitive position in international trade by adding to the cost of our exports, and which affects also the Canadian consumer by increasing the cost of imports."

50 Years Ago

From the Labour Gazette January 1918

A disastrous explosion in Halifax caused the loss of several hundred lives and destroyed a portion of the city. Many industries were disrupted and thousands thrown out of employment.

"At Halifax, owing to a very disastrous explosion on December 6, which occasioned a loss of several hundred lives and destroyed a portion of the city, a great many industries were disrupted and thousands of men thrown out of employment," said the LABOUR GAZETTE for January 1918. It went on to give details of the effects of the disaster on employment in the city.

"The damage done to the rolling mills and skate factory of the Starr Manufacturing Company disorganized the work, but temporary repairs were made, and the company expected to have its plant operating to capacity about the middle of January. The dry dock suffered heavy loss, workshops and buildings were completely destroyed; about 200 men were employed at the time, and at the end of the month those who escaped injury were clearing up the debris.

"The Acadia Company's sugar refinery at Richmond was levelled to the ground and about 20 employees buried under the ruins, but the company's refinery at Woodside was not damaged and was running with its regular staff at the end of the month. While all the bakeries were damaged with one exception, they were able to supply bread to meet requirements; one bakery located at Richmond was completely destroyed."

Two breweries were destroyed and several of the workmen lost their lives. "The Dominion Textile Company's cotton mill, which employed about 200 hands, was burned to the ground. No lives were lost and the company was endeavouring to have its employees accept work in its other mills. The Dartmouth Cordage Company's rope works were badly damaged and were not expected to resume operations until March; the company was using all its male employees and about 60 men from Montreal repairing buildings and plant; about 50 women were thrown out of employment."

Printing and publishing establishments, although damaged, were able with one exception to resume normal operations within a week. The Richmond Printing Company's plant, however, was totally destroyed and about 25 employees were killed.

"The machine shops and roundhouse of the Canadian Government railways suffered considerable damage and quite a number of passenger and freight cars were destroyed; Piers 8 and 9, the Halifax passenger station and workshops, sheds and other buildings were destroyed; many railway employees were killed and the financial loss was very heavy. The street railway suffered heavy loss and several employees were killed and a number injured; several women conductors were employed, as the company found it difficult to secure help."

About 1,400 men were employed on reconstruction work, and there was a big demand for carpenters, glaziers, handymen and unskilled labour.

In its notes on building and construction, this journal said, "The disaster at Halifax caused a very active demand for building tradesmen, not only in the Maritime Provinces but in parts of Ontario and Quebec, and the reconstruction work afforded a large volume of employment during the month. Montreal reported that there was little building being done, but that many of the building contractors were taking part in reconstruction work at Halifax."

It was also reported that "towards the end of the month [December] the damage to water pipes caused by the extreme cold afforded a considerable volume of employment in the plumbing trade."

This journal referred to a memorandum on "Hours of Work," issued in January 1916 by the Health of Munition Workers Committee appointed by the British Ministry of Munitions. In this memorandum the suggested limits to hours of work were: "(a) for men, that the average weekly hours of employment should not exceed 65-67 (exclusive of mealtimes), i.e., a 13-14 hour working day; (b) that boys under 18 should be allowed to work the same hours as men, provided that—(i) the hours of boys under 16 should be limited to 60, so far as possible; (ii) substantial relief at the weekends should be insisted on; (iii) night work should be limited, as far as possible, to boys over 16; and (c) that for women and girls, employment should be restricted within the normal legal limit of 60, i.e., a 12-hour working day, though within these limits moderate daily overtime might be allowed, and that the employment of girls under 18 at night should be limited as far as possible."

After that memorandum was issued, however, the report went on to say, "exact data have been collected by the committee with regard to the relation of weekly hours of labour to output in various occupations, and it was shown that a reduction in the weekly hours of actual work, varying from 7 to 20 in no case resulted in more than an insignificant diminution of total output, while on the average it produced a substantial increase."

But in a still later memorandum, this subject was discussed further, and it was pointed out "that conditions are not the same as in the early days of the war. Not only have large numbers of the youngest and strongest workers been withdrawn for military service, but those who remain are suffering from the strain due to a continuous period of long hours of employment and to anxieties arising out of the war.

"While much has been done to improve conditions of employment, they are still in many cases far from ideal, notably as regards housing and transit. Large numbers of women are also now employed on work which was considered two years ago quite beyond their capacity. The committee are convinced that the maximum limits of weekly employment provisionally suggested are too high except for quite short periods, or perhaps where the work is light and the conditions of employment are exceptionally good. . . ."

"On Christmas Eve the American Bank Note Company of Ottawa announced the inauguration of a system of life insurance for its employees. The amount of insurance is based on wages received and length of service. In the case of female employees, the minimum policy is $500 and the maximum $1,000; and in the case of male employees, the minimum is $1,000 and the maximum $4,000. The entire expense of the plan is borne by the company. Some 500 male and female employees will be affected."

New Year Messages

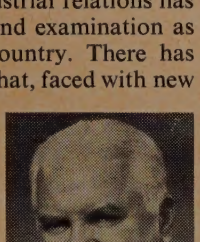
New Role in a Changing Economy

By Hon. John Nicholson

Minister

Canada Department of Labour

In the past year, industrial relations has come under question and examination as never before in this country. There has been growing concern that, faced with new and difficult problems and pressures, our system of industrial relations is not proving to be flexible enough to meet the needs of labour and management, or of our society.



Nicholson

The system worked well when it had to deal with the simpler issues of the past. It still works well in most cases. But today the issues are infinitely more complex, and bargaining is carried on under the pressures generated by a prosperous society, by a rapidly changing economy, and by the extension of collective bargaining to new groups of employees, notably the public service.

This places a heavy burden of responsibility on labour and management. It calls, I am convinced, for a change of attitude, for an approach intent on solving problems rather than just fighting battles. This is the greatest need in industrial relations today.

In this new environment, the federal Department of Labour recognizes that its role in industrial relations must change. In the past it has been largely that of a referee. Now we believe that our role must be much more positive, that we must try to anticipate and lead events.

As one step in its positive industrial relations, the Department has initiated a series of private meetings with union and management leaders in industries under federal jurisdiction. Most such meetings in the past have been called to resolve a crisis; these, on the other hand, are being held when things are calm. They are informal and confidential and devoted to those aspects of their industrial relations that are causing difficulty.

These meetings have won support from unions and management, who have made it clear that they welcome such opportunities for a low-pressure examination of their difficulties. I believe that we can all, Government included, learn a great deal from these discussions, and we hope eventually to include representatives of all industries under federal jurisdiction.

The Department is also pressing its efforts to encourage employers and unions to establish labour-management consultation committees in industry. There are today more than 2,200 of these committees, and the number is growing. To help them exchange ideas, we have been organizing a series of one-day conferences in various parts of the country.

We envisage a part of growing importance for these committees, one in which they will be more representative of the union on the one hand and of senior management on the other. We are also encouraging them to broaden the scope of the subjects they discuss.

The work of these committees can become an important part of the industrial relations system, and a very valuable adjunct to collective bargaining. They offer a way of relieving some of the pressure of detail that so often weighs heavily on labour and management at the bargaining table.

We are improving our methods of gathering, interpreting and distributing factual information on various aspects of labour and economics. Factual information is the raw material of decision, and we intend to make more information available, not only to the parties involved in negotiations, but to Canadians in general. No one is unaffected by the course of industrial relations. I think it is very important that Canadians in general have a better understanding of the facts that shape that course.

My very best wishes to all Canadians for the coming year.

967: Pros and Cons

By Donald MacDonald

Acting President
Canadian Labour Congress

The year just concluded has been a ghly significant one for the Canadian ide union movement. Figures released the Department of Labour a few weeks o showed that ion membership is an all-time high. ie growth of the anadian Labour ongress was re-rded as consider-ly above the na-nal average — and r the first time, embership in our ongress has now ssed the million-and-a-half mark.

MacDonald

This naturally gives cause for some tisfaction to those associated with the bour movement; but it is no cause for mplacency. There are still far too many anadian employees without the protec-n and benefit of their own organization; d, at the same time, our movement is confronted with challenges that call for the greatest strength we can muster.

One of the most serious of these is the threat to the whole process of collective bargaining through the introduction of compulsory arbitration and other methods of legal and technical hindrance to the collective bargaining process. These proposals for restriction of the fundamental rights of workers and for third-party determination of wages and conditions, which can only be democratically determined between labour and management, will never be acceptable to the trade union movement.

Although a number of important contract gains were made by many of our unions during 1967, the economic outlook remains far from clear. A wave of layoffs and an upward movement in the unemployment index are giving cause for concern.

Not only have individual workers and their families been affected, but entire communities have been placed in jeopardy. The action of the Dominion Steel and Coal Corporation, in abruptly and coldbloodedly announcing its intention of abandoning its Sydney, N.S. operation, is a blatant example of the immoral disregard of social responsibility found in some large corporations. The shock of this event was closely followed by heavy layoffs on both major railways. In all these situations, it was once again the workers and their communities who were expected to pay the price of action taken by others whose primary, if not sole concern was with profits.

These developments give new emphasis to the importance to society as a whole of the position adopted by the labour movement, which maintains that the so-called "residual rights of management" cannot be absolute. Workers and communities have rights, and corporations cannot be allowed complete freedom to violate those rights at will.

As the labour movement looks back on 1967, we unfortunately find little cause for

Continued on page 46

ooking Back at 1967

By Charles Smith

Chairman
Canadian Railway Labour Executives' Association

The pomp and ceremony of Centennial ear 1967 is now over. "Expo," the orld exhibition of which Canadians roughout our whole country are justi-bly proud, is now chapter of history, it one that has en-nced the name of anada internation-ly. Now it would pear that labour ces the aftermath our great birthday rty — and the cost high.

Smith

A New Year's mes-ge should be one of optimism and hope, t it is difficult to express these feelings nen one considers the decimated ranks railway employees, and the plight of ousands of workers callously laid off th little or no notice, while experts and liticians proclaim Canada's prosperity.

The year 1967 opened on a hopeful te. The non-operating railway unions d reached a mediated settlement of eir wage and rules dispute, and the bsequent signing of master agreements gave promise of peace in the industry until the end of 1968.

The report of Mr. Justice Freedman dealing with "run-throughs" on the CNR had clearly indicated the necessity for action, either through collective agreements or by legislative action to provide protection for employees against the adverse effects resulting from technological or operational changes during the closed period of the contract.

Certain clauses were negotiated in the Master Agreements dealing with this subject, but experience during the current massive force reduction clearly indicates the inadequacy of such agreements. Legislative action to amend the IRDI Act, as recommended by Mr. Justice Freedman, is essential.

Perhaps the most important development in 1967 was the establishment of the Government Task Force on Labour Relations, headed by Professor H. G. Woods. The Canadian Railway Labour Executives' Association will co-operate with this Task Force in every way, and will present its views as objectively as possible, in the hope that an interim report will be made and acted upon before the expiration of current contracts with the railways.

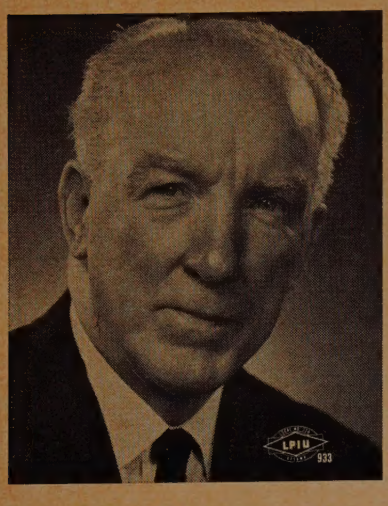
CRLEA continues to expand its activities, both in national and international fields, and as we go forward, building on a firm foundation of unity and co-operation, submerging inter-union conflicts in a genuine desire to work in the best interests of all transportation employees, the scope of our Association must broaden so that we may realistically represent employees in the complete transportation industry.

Critics may say that this is a struggle for power, but the National Transportation Act places transportation under one authority, and it is surely a logical conclusion that the employees should establish very close liaison in all forms of the transportation industry if they are to deal intelligently with common matters.

CRLEA is the vehicle through which this could be accomplished, and I look with confidence to a future when railwaymen will join with all others engaged in transportation, representing and speaking out in the interests of all transportation employees.

I trust that the New Year 1968 will see continuing progress in this area.

News Briefs



Dr. Gil Schonning

Harry J. Waisglass

Dr. Gil Schonning Appointed Labour Counsellor in London

Dr. Gil Schonning, Director-General of Research and Development for the Department of Labour, has been appointed to the newly created position of Labour Counsellor at the Canadian High Commission in London.

Harry J. Waisglass, Research Consultant with the Special Planning Secretariat of the Privy Council Office since August 1966, succeeds Dr. Schonning.

Widely known in international labour and economic circles, Dr. Schonning, a native of Norway, has represented Canada at several conferences of the International Labour Organization and the Organization for Economic Co-operation and Development. He served the latter as a consultant for two years.

Dr. Schonning will take up his new duties in January as the senior Canada Department of Labour representative in Europe, responsible for advising the Canadian High Commission in London and the Canadian Government on labour affairs and related matters in Great Britain, Scandinavia and Western Europe.

Mr. Waisglass joined the Department on November 1, 1967. Born in Toronto, he obtained his Master's Degree in Economic Theory and Economic History in 1948. He became Canadian Research Director for the United Steelworkers at union headquarters in Toronto, and held a variety of senior positions with the Toronto and District Labour Council and the Canadian Labour Congress.

Labour research projects continuing at UBC

Research into automation, manpower, and collective bargaining is continuing at the University of British Columbia's Institute of Industrial Relations.

J. Tait Montague, Director, is currently engaged in studies in joint consultation, and is preparing a textbook on Canadian labour economics.

With Institute support, a number of other projects are progressing. In the area of manpower research, John Vanderkamp, Department of Economics, is working on an experimental model in the field of structural unemployment and manpower policies. Larry Moore, Department of Commerce, is making a study of the development of an integrated data bank for manpower management and research.

A study of work and social participation is being initiated by Martin Meissner, Department of Sociology. Oivind Hansen, Institute of Social Anthropology at Bergen, Norway, who will be with UBC until the end of this year, is working on a study of labour in the fisheries industry in British Columbia. Robert E. Knox, Department of Psychology, is continuing his study of trust and suspicion in an industrial relations context.

Government annuities—active sale ceases

"The Cabinet has decided that th Government's annuities system is n longer a necessary service to the publi as there are today many more mean of saving for old age than there wer years ago," Hon. John R. Nicholson Minister of Labour, told the Industria Pensions and Annuities Branch of th Department, on November 3. The pro motion of the active sale of Governmen annuities ended on November 30.

The Branch administers the Goverr ment Annuities Act, which provides fo the sale of deferred and immediate an nuities to Canadians, either individuall or as group pensions. The original Ac was established 60 years ago, and th sale of annuities began on September 1908.

For the year ended March 31, 196 there were 188,248 persons insured undd pension plans—122,576 of whom wer active employees. An additional 65,67 held paid-up deferred pensions. Ther were also 84,766 individual deferre annuity contracts in force. The Branc was paying an annual total of $57,000,00 for annuities under 99,305 contracts c group certificates. The total outlay fo the fiscal year was $65,000,000. Liabilitie were $1,300,000,000.

Although the Branch will no longe advertise annuities, it will continue t sell them. Of the 20 existing sales office seven will remain open as regiona offices — Halifax, Montreal, Toronto London, Winnipeg, Edmonton and Van couver — to service existing annuitie and write any new unsolicited contracts J. Gordon Fletcher, Acting Director c the Industrial Pensions and Annuitie Branch, said that the Branch still ha about 75 years of work ahead of them t service existing contracts.

Manitoba raises minimum wage

Manitoba's minimum hourly wage wi climb from $1 to $1.25 by December 1 1968. The increase was recommended b the Province's seven-member Minimum Wage Board.

In the first of four stages, the rate wa raised to $1.10 on December 1, 1967. O April 1, it will be increased by five cents and by August 1, it will have reache $1.20. Four months later, it will be raise to $1.25.

When effective, the $1.25 rate will b 25 per cent higher than most othe provinces, including Ontario. It will b equal to the existing federal rate and on par with the minimum wage in British Columbia and Alberta.

ILO Photo

. George V. Haythorne, left, and ILO rector-General David A. Morse, during e audio-visual presentation in Geneva.

O labour-management and aining films now available

The audio-visual presentation on Cana-an manpower programs shown in Ot-wa at the 8th Conference of American ates Members of the International La-our Organization in September 1966 .G. 1966, p. 634) has now been made to three film strips by the National lm Board of Canada. They are: Labour anagement in a Changing World; Voca-nal and Technical Training in Canada; d Unemployment Insurance in Canada. ommentaries for the films were recorded English, French and Spanish.

On a visit to Geneva, George V. aythorne, Deputy Minister of Labour, ficially presented a complete set in all ree languages to ILO Director-General avid A. Morse. Those films dealing th labour-management and vocational aining were turned over to Philippe amont, ILO Director of the Turin aining Centre.

Copies of the films will be distributed member-nations of the American Re-on who participated in the conference. he International Labour Office is ex-cted to receive 100 of the labour-anagement film clips—60 in English and in French.

arliament

Bill C-161 to establish a department of rporate and consumer affairs (L.G., ec. 1967, p. 732) passed second reading October 20 (*Hansard* p. 3351).

Report examines composition of Canada's labour force

There was a decrease in importance of the "primary" occupations for the male Canadian labour force during the 1951-1961 decade, according to a Dominion Bureau of Statistics report, "The Canadian Labour Force." The decrease was much greater for the younger than for the older age groups. For 20- to 24-year-old males, the proportion of the labour force in these occupations was reduced from 23 to 13 per cent. For those 65 and over, the proportion was reduced from 35 to 32 per cent.

For younger males, the proportion in white-collar occupations increased during the decade. The proportion of younger males in "professional and technical" occupations increased from 4 to 8 per cent, and in "clerical" occupations from 9 to 12 per cent. For 15- to 19-year-old males, the "sales" and "service and recreation" occupation groups showed the greatest increases in importance.

For males past the usual retirement age (65 and over), the proportion in the "craftsmen, production process and related workers" group was reduced from 28 per cent in 1951 to 21 per cent in 1961. There was, however, an increase in the proportion of older workers in "service and recreation" occupation groups, from 10 per cent in 1951 to 13 per cent in 1961.

In the middle age groups, the shifts were less dramatic. The general reduction in the proportions in "primary" occupations resulted in increases in the proportions in white-collar occupations, especially in "service and recreation" groups. The largest increase occurred in the proportion of 25- to 34-year-old males in the "professional and technical" group.

The distribution of the married female labour force in 1961 was much greater in size than in 1951. It showed a greater proportion of married women in white-collar (especially "clerical" and "professional and technical") occupations, and a smaller proportion in the "craftsmen" group in 1961 than in 1951.

The overall proportion of married females in white-collar occupations increased from 49 to 53 per cent. This comprised increases of from 23 to 27 per cent for "clerical" groups, and 9 to 12 per cent for "professional and technical" groups. The number of married women reported in "craftsmen" groups, however, was reduced from 19 per cent of the total married female labour force in 1951 to only 13 per cent in 1961.

For single women in the "craftsmen" group, the proportion decreased from 15 to 11 per cent. The proportion of single women in the "clerical" group, however, increased only marginally in importance.

The percentage of single women reporting "professional and technical" occupations increased from 18 to 21 per cent, reflecting in part the greater importance of these occupations for 20- to 24-year-old women, who formed a significant portion of the single female labour force.

For all women aged 20 to 24 in the labour force, the proportion in "professional and technical" occupations increased from 16 to 22 per cent.

These and other aspects of the changes in the occupational structure of the labour force are revealed by the census statistics for 1961, which were released recently. A report titled, *The Canadian Labour Force*, of the General Review Volume of the 1961 Census, is available from the Dominion Bureau of Statistics. The catalogue number is 99-522.

In addition to the material on trends, this report contains also analytical material on various features of the labour force as found in the 1961 census, including previously unpublished data on the industrial distribution of occupation groups by region.

Number of women workers in Italy decreases

Although the percentage of women in the labour force in many countries of the world is increasing continually, women workers in Italy are leaving their employment in very large numbers, despite the expansion of Italy's economy and the increase in the female population.

At the end of 1966, the number of women employed was a million fewer than in 1959. The reduction is particularly noticeable in the textile industry and the ready-to-wear clothing trade, where female labour is heavily relied upon.

A great exodus of women from the land is also taking place, due to the mechanization of farms and the attraction of better wages in the cities. Many of these former farm women have found the adjustment to factory work difficult, however, and have left work to live on their husbands' incomes.

Education is another reason for the decrease in female employment, as girls are now entering high school in larger numbers, and leaving an employment gap in the 15-to18-year range.

The traditional engagement period in Italy, which once enabled a man to save enough money to begin supporting a wife, is disappearing in the face of rising wages. Because of this, the girls who would have taken a job while waiting many years for marriage are no longer entering the labour market. Italian women seem to prefer not to hold a job and run a home at the same time.

Swedish unions seek to modify labour policies

The Swedish Confederation of Trade Unions (LO) in 1966 and 1967 made representations to the Swedish Government in a brief demanding increased official participation in labour market matters concerning the marked structural changes that are taking place in the Swedish economy. This demand has been more exactly formulated in a labour market policy program.

This program emphasizes the role of the Swedish trade union movement in technical innovations and structural changes in the economy. It calls for both the companies and the Government to adopt measures to guarantee social and economic security to those wage earners affected by the changes.

The process of collective bargaining in Sweden is often held up as a model for similar processes in Canada. Under the Swedish system of collective bargaining, the employer groups, as well as the trade union groups, bargain in large units, which together are known as the labour market board.

The labour market policy program stated that the growing magnitude of the technical and economic changes in the Swedish economy necessitate an extension of the transition measures that individual wage earners have the right to expect. It called for a considerable extension of the official employment exchange facilities to provide a better service for redundant workers (workers who have been laid off).

The employment exchange should be made the information centre for the labour market, according to the brief. Here, everyone should have access to the register of situations vacant and the rates of pay, in order that those seeking employment can obtain an idea of the state of affairs in the various sectors of the labour market, it said.

The brief to the Government called for the role of the employment exchange to be increased by intensified canvassing of employers, both individually and through their associations.

The LO asked the State organization, the National Labour Market Board (AMS —Arbetsmarknadsstyrelsen) to negotiate in the labour market with the business organizations concerned, in order to secure increased periods of notice in cases of the closing down of companies and major dismissals of labour, as well as methods and measures for the re-employment of those dismissed in such cases, and also for more extensive notification to the employment exchanges in the case of the reorganization of companies and estimated future demands for labour.

There should be a definite improvement in the service that the employment exchanges can offer to those seeking work, the brief continued; such service should be adapted to the needs of the individual case. Here the prime efforts should be to give the person an idea of the state of affairs in the labour market and to look for jobs for the more difficult cases. LO proposes that in the case of those out of work for some time (at least a month) reports shall be made to the National Labour Market Board, indicating what steps have been taken and offering suggestions for further approaches.

DBS survey indicates improving living standards

Signs of Canadian affluence and tastes are revealed in a Dominion Bureau of Statistics survey of Canada's 5,034,000 households. The survey, which deals with the period from May 1966 to May 1967, indicates not only that Canada has a high standard of living, but also that the standard is improving rapidly from year to year.

During the 12-month period, 175,000 Canadian families acquired home freezers, bringing the number of families owning freezers to 1,400,000 or 28 per cent. Another 64,000 families bought automatic dishwashers. Every third household had an FM radio and a clothes dryer, although dryers outnumber automatic washing machines.

About 78 per cent of all families own vacuum cleaners, and almost as many own cars. Three out of four households have a car, with one-car families outnumbering those with two or more by four to one.

There are now 4,759,000 families with television sets; this represents 94.5 per cent of all families. Within this total are 101,000 families with colour television sets, compared with 35,000 families owning them in 1966.

First woman to head a Manpower Centre

The first woman to head a Canada Manpower Centre, Miss K. A. Hatt, who for the past five years has been supervisor of the Atlantic Region Office, located in Truso, has now been appointed manager of this Centre.

Earlier, Miss Hatt was supervisor of the Women's Section of the former National Employment Service at Halifax.

Norman S. Dowd, former CLC official, dies at 77

Norman S. Dowd, a former executi secretary of the Canadian Labour Co gress and of the old Canadian Congress Labour, died in Ottawa in October at th age of 77.

Before he became a full-time labo administrative officer, Mr. Dowd ha been a school teacher, a civil servant an a Unitarian minister. After teachi school in Quebec City and Thetfo Mines, Que., he moved to Ottawa 1916 and, under the old Military Ho pitals Commission, taught soldiers r turning from World War I. From 1927 1936 he was associate editor of th *Canadian Railway Employees' Monthl* then the official publication of the Can dian Brotherhood of Railway Employe (now the Canadian Brotherhood of Ra way, Transport and General Workers).

He was secretary-treasurer of the o All-Canadian Congress of Labour fro 1936 to 1940, and when the Canadia Congress of Labour was formed in 194 he became its executive secretary an editor of its official publication, *T Canadian Unionist*. When the Canadia Labour Congress was founded in 1956 t the merging of the CCL and the Trad and Labour Congress, Mr. Dowd becam joint executive secretary and first editor *Canadian Labour*, the CLC's offici journal. He retired from both posts 1960.

Rolling stones can now gather moving advice

On-the-move Canadians, those who f some reason must uproot family an household effects to take up residence another city or province, now have moving consultant ready to help the through this upsetting and sometimes e hausting experience. With about 20 p cent of Canada's population due to mo this year, primarily in the months of Ju and August, there is considerable nee for such a service.

When Miss Bette Malone, a hom economics teacher from Edinburgh, hea that a cartage company planned to ac a home economist to their staff to he with the problems women might e counter in a move, she applied for th position and was hired. Miss Malon who is the only woman moving consulta in Canada, provides liaison between th moving company and the public. She i quite fittingly, on the move herself a goo part of the year, speaking on radio an television and to clubs across Canad explaining how most moving problem can be solved and the work lessened.

nion membership reaches 1,921,000 in Canada

During the past five years, union membership in Canada has increased by 00,000. In the annual report on labour ganizations in Canada, compiled by the conomics and Research Branch of the epartment of Labour, it was stated that, the beginning of 1967, union membership had reached 1,921,000, an increase of 35,000 or 10.6 per cent over the previous velve-month period.

The report, published in December 967, revealed that more than 75 per cent union members belonged to affiliates the Canadian Labour Congress. The ggest single factor in the CLC increase 13.1 per cent over 1966 was the affiliaon of the Public Service Alliance of anada, which added 93,000 federal emoyees on January 1, 1967.

Another 10.3 per cent was affiliated ith the Confederation of National Trade nions. About 11 per cent belonged to affiliated international and national nions, and 2.5 per cent to independent cal organizations.

Two thirds of all union members in anada belonged to international unions; ational unions comprised another 30 r cent. And the remaining 4 per cent as in locals chartered by the central ngresses, or in independent local oranizations.

The 1967 membership represented 32.3 r cent of the number of paid nongricultural workers in Canada and 26.1 r cent of Canada's total labour force.

At the beginning of 1967, Canada's rgest single union was the United Steelorkers of America, with 130,000 mems. The second largest was the Canadian nion of Public Employees, with 106,100 embers. The Public Service Alliance of anada was third largest with 92,800 embers.

The International Union of Journeymen orseshoers of the United States and anada, which numbered 10 members in e previous survey, was apparently no nger active, and did not appear in the 967 report.

U.S. Membership

Membership in unions whose headuarters were in the United States reached record of 19,000,000 in 1966, the U.S. abor Department reported. Excluding anadian members, membership was 7,800,000, compared with 16,800,000 in 964, the year of the previous survey. The revious record membership was 3,500,000 in 1956, when U.S. membership was 17,400,000.

As a percentage of the non-agricultural orkers in the United States, union embership decreased from 28.4 per cent in 1964 to 28 per cent in 1966. In 1956, it was 33.4 per cent.

The union with the largest membership in 1966 was still the International Brotherhood of Teamsters, with 1,600,000. The United Automobile Workers was second with 1,400,000.

OECD issues report on training policy

The policy problems of training highly skilled personnel in relation to economic needs are examined in a new report published by the Organization for Economic Co-operation and Development, titled *Policy Conference on Highly Qualified Manpower*. The report includes an OECD view of aspects of the operation of the labour market.

The training during their career, of scientists, engineers, doctors, and teachers is discussed, as well as that of technicians, social workers and business executives. The report summarizes the work of the policy conference sponsored by the OECD in Paris in September 1966.

The report includes:

- a study of adapting the supply of scientific and technical personnel to economic needs as carried out by government agencies in France;
- comparative studies on the response of higher education to economic needs in Britain and the United States, and the training during their career of skilled staff in a large public enterprise in France and a large private firm in the United States;
- an account of social research carried out in Norway on the careers of scientific and technical staff, and a study of the evolution of the tasks and functions performed by engineers in Sweden;
- an account of an independant survey carried out among British firms on the utilization of their qualified manpower; and
- studies on the institutional aspects of the development of manpower policies in Britain and Canada.

DBS reviews growth of old age security

A sketch of the growth of old age security in Canada is contained in the August 1967 issue of *Canadian Statistical Review*, published by the Dominion Bureau of Statistics (DBS Cat. No. 11-003). The rest of the review is made up of charts and tables on economic indicators, population, immigration, income, expenditure and production, labour force, employment and many other matters.

Private pension plans have increased rapidly in number, particularly during and since World War II. At the end of World War I, the review says, there were known to be at least 172 formal private pension plans in existence. By September 1936 the number had grown to about 3,400, covering nearly 500,000 persons; and by 1960 to 9,000, covering 1,800,000 persons. By 1965, pension plans had increased in number by nearly 50 per cent to more than 14,000, with an increase in membership of 30 per cent to a total of 2,300,000.

Notwithstanding this growth, in 1965 "only about 32 per cent of the total labour force, including the armed forces, participated in pension plans, and another half a million may become covered once they meet the eligibility requirements of their employer's plan. There remain, therefore, some 4,490,000 persons in the labour force who have no private group pensions whatsoever."

The review gives a resumé of government legislation concerning old age security, a brief history of federal old age security provisions and of the establishment of the Canada and Quebec Pension Plans, and an account of provincial pension legislation in general, principally that of Ontario and Quebec.

Dock working conditions improve in Australia

Management, labour and the Government of Australia, are co-operating on a two-year trial plan aimed at improving conditions for Australia's casual dock labour. In at least eight of Australia's principal ports, casual and dock labour will be replaced by permanent employment at a minimum weekly wage of $40.40.

Within the first year's operation, about 40 per cent of the workers will be employed on a weekly basis by individual stevedoring companies. The remaining will have weekly employment with a holding company of employers that supply manpower for specific jobs. This method, it was hoped, would reduce the time lost when men have not been available on short notice.

A pension scheme has been designed to give dock workers retiring at 65 a lump sum of $192 for each year of service between 1942 and the date of the plan's inception. The average worker, who has spent most of his life in the industry, would receive a retiring benefit of about $6,500, which could be converted, if desired, to a weekly pension of $12.

The Government believes that a two-year trial period is necessary because there will be increasing use of container ships and mechanized handling of cargo.

Wage-Price Restraint

Labour's reaction to the proposal of the Minister of Finance in October was immediate and negative. Herewith a brief look at their respective views, and at the United States and British experience with guidelines.

AN announcement that the federal Government is planning to place restraint on wage and price increases as part of a program to dampen inflationary forces in the Canadian economy has raised old questions and concerns about the policy.

Hon. Mitchell Sharp, the Minister of Finance, aroused interest and speculation concerning the policy in the House of Commons last October. In describing the economic situation in Canada as he then saw it, he referred to forecasts that he had made in an earlier budget speech. "We would move from a very, very rapid rate of expansion through a period of inventory adjustment and on to a more sustainable level. And I believe that we are so moving.

"It has been a really quite successful transition except for one thing, Mr. Speaker, and that is that the rate of increase in costs and prices is still much too high. I feel that we must—and we will—find some way to bring this inflationary movement under control even, if necessary, by letting the economy develop a little more slack for a year or two while price and cost increases taper off. We would certainly prefer to avoid the sacrifices of production and income that this would, of course, involve, but if we cannot collectively and individually exercise the restraint that is called for in wage and price increases in the present situation, then there would appear to be no escape from an essential cooling-off period.

"Restraint is needed on government expenditures. . . . The kind of restraint that I am urging here is restraint in the field of prices and costs. . . .

"When we in the Government and Parliament of Canada have taken the fiscal actions that we should take, then I believe they should be supported by a determined campaign to achieve, by voluntary action, a large reduction in the rate at which prices and costs are increasing, including wage settlements."

Later, Mr. Sharp announced that he had invited all those concerned with the issues of wage and price restraint to consider the question and to discuss among themselves how to carry out such a policy. "When the Government itself has taken the necessary fiscal action, I would hope to have the co-operation of the public, organized management and labour in stabilizing more effectively than hitherto, increases in prices and costs," he said.

Donald MacDonald, acting President of the Canadian Labour Congress, rejected sharply any proposals for a policy of voluntary wage and price restraint.

"We are fearful that the wage and price restraint proposition, which we don't believe can be effective, might be used to lay the blame for any unpopular tax increase next year at organized labour's door.

"Only five short months ago, the Minister of Finance himself apparently agreed with the Economic Council findings, or so one would gather from reading his June 1st Budget Speech when he echoed the conclusions of the Council on this matter.

"The Canadian Labour Congress subscribes to the analysis of the Economic Council of Canada that wage and price guidelines are inappropriate for this country," said Mr. MacDonald.

Other labour leaders similarly rejected the policy of voluntary restraint of wage increases. Stanley Little, National Director of the Canadian Union of Public Employees, said that his union is opposed to guidelines because they would block any improvement in the position of public employees in relation to those in outside industry. George Burt, Canadian Director of the United Auto Workers, said that his union would not be bound by any guideline policy because of its current goal of achieving wage parity between Canadian and American workers in the automobile industry.

Arthur J. R. Smith, Chairman of the Economic Council of Canada, reiterated the Council's position toward a wage and price guidelines policy. The Council's *Third Annual Review* (L.G. 1966, p. 90) suggests that "an incomes policy for Canada involving the use of guidelines of the kind that the Government of the United States has tried to apply would be unlikely to meet with much success in Canada."

Mr. Smith noted that the Council's final study on guidelines had been so thorough that it was now regarded "by both proponents and opponents of incomes policies, in Canada and abroad, as an authoritative work on the subject. . . . It was on the basis of this and other research studies that the Council recommended against the use of this type of policy device in Canada under most circumstances," he said.

Mr. Smith pointed out, however, that the Council had been prepared to concede that guidelines might "in certain circumstances [such as in a crisis atmosphere] have a beneficial effect if only a temporary one, on the reconciliation of price and employment goals."

Productivity, as a basis for an incomes policy, was discussed at last year's annual meeting of the Canadian Industrial Relations and Research Institute (L.G., Aug. 1967, p. 483). Other approaches mentioned were fiscal and monetary policies to achieve a more equitable distribution of the nation's wealth.

The British experience with prices and incomes policy was described recently at the 26th Annual Conference of the Canadian Association of Administrators of Labour Legislation (L.G., Nov. 1967, p. 679), by Sir Denis Barnes, Permanent Secretary to the Ministry of Labour in Britain.

Britain is entering a new phase of its prices and incomes policy, he said. "The basic principles of the policy now are

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Some Random Observations on Labour Relations Today

By Bernard Wilson

Bernard Wilson, Assistant Deputy Minister (Labour Relations), Canada Department of Labour, delivered the following address to a panel discussion of the Canadian Association of Administrators of Labour Legislation at its 26th annual conference in Ottawa last September.

Because of the problems inherent in presenting the highlights of such material without including the supporting arguments, the address is here reprinted in its entirety, a practice not normally followed by the LABOUR GAZETTE.

IN making some observations on labour relations today, as our theme requires, I would first observe that, in this popular pastime, I am more sinned against than sinning. Over the years, it has been my doubtful pleasure to respond to hundreds of letters which say, in regard to the current state of labour relations, "that there ought to be a law"—but usually omitting details of what the law should be.

In some cases, utterly original and impracticable legislative schemes or gimmicks are suggested for the solution of labour problems. One proposal was designed to force would-be strikers to remain at work without a wage increase, while impounding the profits of the employer; but nothing was said about disputes where wage rates were not at issue or where there were no profits.

In another scheme, it was suggested that an arbitrator be given authority to make an award in a dispute, without hearing the parties, on the basis of an absolute choice between the latest bargaining positions of the parties. There could be no compromise; the award would be "all or nothing at all." Whatever marks are given for originality here, it is difficult to visualize one hundred thousand railwaymen submitting their ardent desire for a wage increase to such a sporting method of settlement—or accepting an adverse award in a sporting way.

In view of current inquiries into labour relations, my observations really start with the question: Where do we go from here? The other side of this question is: Can we or do we need to go anywhere? Over the past 25 years, there has developed in Canada a system of industrial relations that, in some aspects, has its roots in the early years of this century, and I would suppose that the performance of the system over past years is being examined by those making inquiries for governments in seeking to determine what, if any, changes in principles or procedures are necessary in order to make the system more effective, or what alternative system might be recommended.

But even more basic to these considerations is a determination of the criteria to be employed in reaching for more effective legislation. Is the emphasis to be on the economic, with labour unrest viewed largely in terms of its adverse effect on the maximization of the gross national product?

During the 1966 labour unrest, press and political statements concentrated on the economic loss involved, to the exclusion of any consideration of the exercise of the rights, freedoms and values provided in the present legislation with respect to freedom of association, the right to bargain collectively, and the right to take strike or lockout action.

Economic effects beyond a point cannot be ignored, but neither can the basic rights and freedoms of labour and management. There must be a reasonable balance in any new legislative principles developed to govern industrial relations in Canada. Nothing new is being said here because the history of labour relations legislation in Canada and the United States reveals the influences of prevailing social, economic and political climates; but it would seem desirable to remind ourselves that legislative preoccupation with the economics of labour unrest will not solve current labour problems if other basic considerations are ignored.

The difficulties must also be kept in mind of efforts to place restraints and controls on one factor in our economy while letting other factors remain relatively free. In the exercise of legal controls, we have come a long way from the theory of the classical economists that unrestrained competition made for the general good, but we have not reached the point where the wages of labour can be controlled while rents, profits and interest rates remain relatively free.

With the desire for wage increases being a dominant cause of labour unrest, it is difficult to regard restraints in labour legislation on freedom of strike action as anything other than a form of wage control, even though such control may be in the national interest in the production and export of goods. The question remains: Can labour legislation successfully control only one factor in our economy for any length of time?

In assessing industrial relations in Canada, account must be taken of the fact that there are eleven separate jurisdictions, with most of them having variations with respect to certain provisions and procedures. There may be local values in such variations, but it is questionable whether such values outweigh the absurdity that actions taken in one or more jurisdictions contravene labour legislation and are subject to penalty, whereas the same actions are not prohibited in other jurisdictions. This disparity does not command the same compliance and respect as would a universal Canadian industrial relations system, even if it were to retain present jurisdictional lines.

Perhaps the remedy lies, as elsewhere, in constitutional revision and reform, but it is difficult to see, to take an extreme

case, that where an employer has units of employees in several provinces represented by the same union, there can be any deep respect for labour legislation that requires the parties to go through several different and independent procedures under legislation having varying provisions, to deal with what is one national dispute leading to one national settlement or strike.

Statistically, at least, a case can be made for the effectiveness of present federal and provincial legislation over a period of years. Generally speaking, there has been a bad year in every ten, but the average level of labour unrest, as reflected in strikes, is good. It is estimated that 1967 will be a good year, vastly better than 1966.

It is well to remember, however, that years of high employment and rising living costs cannot help but engender labour unrest, no matter what the legislative system governing industrial relations. With, in addition, technological change of all sorts, a younger, more impatient and more mobile work force, and the influence of social welfare benefits, the resulting unrest, although calling for a critical examination of labour legislation, does not offer hope for a ready acceptance of the sudden application of legislative remedies. Desperate diseases may demand desperate remedies, but there is also a need for their application at a time when the maximum effect and response will be favourable. It would seem to follow—but it never does—that the time to review industrial relations systems and change them is not during critical periods.

Labour legislation or any other type of legislation needs to be reviewed periodically, especially when social change or predatory influences indicate obsolescence. Labour unrest is not alone in being under review; critical examinations have been made also with respect to securities trading and controls, drug prices, consumer protection, interest rates, land development and other problems. These inquiries give rise to the usual resistance from persons and institutions desiring to retain an advantage, but in most cases it is relatively simple to identify the victims and determine the extent of the victimization.

Unfortunately, this is not so easy with labour problems. Cases differ widely in issues and complexity, and the relative strengths of the employers and trade unions involved vary in almost every situation. There are personal factors, attitudes and imponderables present. The factors of time and economics will influence and alter dispute situations; and although one can say that, in a particular case, restrictive legislation appears justified, there are other cases, sometimes seemingly little different, where the availability and application of such legislation would not be helpful.

There appears to be one certainty—that attempts to solve unusual and difficult cases through special measures in labour legislation lead to poor labour law. There is much to be said for treating special labour problems and situations, such as injunctions, boycotts and picketing, by reference to the general law where there would also be the advantage of equal application in federal and all provincial jurisdictions.

Although the governments that have initiated inquiries appear to be motivated by labour unrest giving rise to economic loss, it may be that, when such inquiries are completed, it will be found that certain controls now provided in legislation might better be removed than new controls added. In these days of sudden revolutionary changes in production methods, how useful is it to tie the hands of a union and its members for the duration of a long-term contract, while at the same time permitting the employer to drastically alter the working conditions around which the contract was written and signed? Confinement, if it is unfair, leads to more unrest, not less.

It is not too useful to our discussion here to draw attention to the general, indirect and sometimes far-out matters that today affect and afflict all relations—not just labour relations. There has been a great deal written about the inimical influences and adverse effects of sensational and speculative news reporting, planned obsolescence in industry, advertising that creates wants and impels competitive living, public relations activities that seek to exalt the mediocre and unworthy, expense account living and, in general, the enshrinement of false values and lack of respect for ethical or moral considerations in our civilization.

We can draw the conclusion that persons involved in labour relations respond to these social stimuli in the same way as members of other groups, and that if labour relations are poor today, they are comparatively no poorer than marital, intergroup, national or international relations. Labour relations are only one aspect of the general malaise. It is as difficult to consider them in social isolation, as we said above, as it would be in economic isolation.

To become more specific—and also propose a legislative amendment for discussion—a question constantly raised in labour relations is whether or not there should be a general prohibition against strike or lockout action. It is now beyond question that soldiers, policemen and firemen be set apart because of their protective function as it relates to individuals, property and the State; but should the line be drawn beyond these classes and, if so, by how much?

The Province of Ontario and other provinces once took the position during wartime that it was desirable for all employees ordinarily within provincial jurisdiction to be under the same industrial relations system to the point that federal legislation was adopted to cover employees still remaining within provincial jurisdiction after the application of wartime legislation. This is an important question, not only by reason of the undesirability of segregation and discrimination in legislation for, if the line is to be so drawn that only employees having little or no bargaining power are free to exercise their right to strike, then that right will have no value to the labour movement.

Breakthrough improvements in working conditions are not made without bargaining power. Constantly recurring is the general question: What amount of public inconvenience or national or regional economic loss outweighs the right of employees to stop work? It is submitted that the question can be answered generally only after the strike has been allowed to start.

There is much to be said for labour legislation that permits employees the exercise of the right to strike, at least until public opinion and outcry have developed to the point where great economic loss and great public inconvenience are indicated. There are a number of points in favour of such procedure, not least of which is that a right granted in legislation should not be taken away lightly or denied prior to its exercise. Such deprivation, if repeated, will lead to a situation where the automatic deprivation will be ignored and strike action taken. Certainly, federal experience has shown that a return to work is facilitated by a period of strike action.

It is submitted in this connection that it is not feasible, tactical or otherwise desirable to lay down in legislation the certainty of strike prohibition, or provide for a period of time for the duration of strike action. To do so would inhibit bargaining. On the other hand, the fact that a strike or lockout could take place for an indeterminate time would promote bargaining, at the very least in those situations where one of the parties was counting on legislative action to prevent a strike.

The element of uncertainty would assist the Government and its mediation agency, because of the variables existing both between strike situations and the same situation at a different point in time. This fact is supported, I think, by our experience in the 1960 national railway employees threatened strike, when the legislation merely gave a six-month hoist to it. A combination of economic conditions, plus the imminence of the Christmas holiday season, were factors which governed

e advantage of the Government and the attitude of the railway orkers.

What is essential production or wide public inconvenience day may not be so in another season or year. A crippling bour dispute in time of bumper crops is not so in time of op failure or poor markets. There will be those who deplore nsideration on such a variable basis, preferring total pro-bition or at least a definite rule or line of action. Unfortu-tely, in dealing with people and human rights as they are cognized in this country, it is not possible, so variable are the tuations, to be mechanical in the application of methods if e objective of less labour unrest is to be realized.

The following extra provision, added to existing federal or ovincial labour legislation, might be considered in seeking ss labour unrest while giving recognition to rights that a rge part of labour consider fundamental.

Notwithstanding the provisions of Sections 21 and 22 of this Act (the Industrial Relations and Disputes Investigation Act), where a strike or lockout has taken place and has been in effect for 14 days from the date of its inception, the Governor in Council may, if the strike or lockout imperils the safety or security of Canada or the economic welfare and livelihood of great numbers of its citizens, other than those participating directly in the strike or lockout, promulgate Regulations for the resumption of operations by the employer and by the employees, and for the final settlement of the dispute without further strike or lockout.

To forestall the inevitable objection that the Government will be brought into every important dispute in essential industry, it should be pointed out that that situation exists now. In further extenuation, it can also be argued that, where great questions of public interest, critical national or regional economic loss and the exercise of human rights are concerned, there are few matters of more importance to governments, and more deserving of their time.

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nland shipping strike ended on September 22

An agreement by the Seafarers' International Union of Canada to end a strike y 5,200 inland sailors against 28 shipping ompanies belonging to the Canadian ake Carriers' Association was reached n September 22, 1967. About 180 vessels ere involved. The strike began on August 7. The agreement was subject to ratification by the union members, but the men egan returning to their ships on September 25. Balloting on the settlement ook place on board the ships.

The dispute centred around the union's emand for the establishment of a 40-our week in accordance with the provi-ions of the Canada Labour (Standards) ode. The storm began when the union earned toward the end of July that the ederal Government had granted the ship-ing companies a second 18-month ex-mption from the 40-hour provision. Five aritime unions were involved in the ecision, and all protested against it. The IU was in a position to strike without uch delay, and it accordingly made reparations to do so.

The SIU contract expired on May 31, nd negotiations for a new contract soon roke down. The dispute was referred to conciliation board in Toronto under the hairmanship of Louis Fine, and the oard submitted its report on July 27. he report recommended a contract that as estimated to be worth more than a 0-per-cent wage increase, but it fell short f proposing the immediate application f the 40-hour week that the union had emanded.

In a letter sent to union members by IU President Leonard McLaughlin, a detailed plan of action for the strike was outlined. The letter contained also the promise that no ships would be struck in channels, canals, or at anchorages where a full navigational watch was required for the safety of the ship. All ships were to be brought to their terminal ports in Canada and docked to the satisfaction of the captain or harbour master. In past strikes, sailors often forced their ships to moor at the nearest wharf, regardless of local safety conditions.

The following were described as the main terms of the new agreement:

1. A formula within the limits fixed by the Canada Labour (Standards) Code so that its 40-hour week provisions will be complied with by December 1, 1968. By that time, sailors will get one day off with pay for every 48 hours "banked" while aboard ship.

2. The Department of Transport will decide on the differences between the SIU and the shipowners as to how many watchmen are required on different kinds of vessels.

3. Reduction in stages of a 24-hour work-spread system. This year the on-call period will be reduced to 16 hours. In 1968 it will be 14 hours, and in 1969 it will be 12 hours.

4. Improved pension benefits and three weeks paid vacation after 10 years instead of the present two weeks.

5. A 5-per-cent wage increase.

The hours-of-work formula is a complicated arrangement that includes paid leave for every hour worked and premium pay for weekend work. The paid-leave principle in the new agreement partly offsets the 48-hour week by giving seamen 10 minutes accumulative paid time for every hour worked. This is the equivalent of a day off with pay for every 48 hours worked.

An important gain in the new contract was the reduction, from 24 hours to 12 hours, of the period of time within which the sailor could be called on to work his eight hours.

The Canadian Marine Officers' Union early in September signed a memorandum of agreement with the Canadian Lake Carriers' Association, including 28 inland shipping companies, incorporating terms of a proposed one-year contract for 1,200 marine engineers. At the time of the signing, the engineers had been made idle by the strike of 5,200 members of the Seafarers' International Union of Canada. An agreement was later ratified by the members of the CMOU.

Gilbert Gauthier, President of the union, said that the agreement would provide a basic wage increase of 7.5 per cent, plus fringe benefits such as welfare and holiday gains, bringing the worth of the package to about 15 per cent.

He said, however, that the union had not won the 40-hour workweek. Union members, who average $7,000 a year and work a 56-hour week, had supported the SIU in its attempt to win the 40-hour week from the same companies. The contract will be retroactive to June 1, meaning that new negotiations will begin in February.

Operation NewStart to Attack Hard Core Unemployment

Ottawa and the provinces are mounting a multi-million-dollar program to make a new attack on the hard core of unemployment in Canada's depressed areas.

"Operation NewStart" is an "action-research" program sponsored by the Department of Manpower and Immigration. Ten NewStart Corporations, one for each province, are slated for the program, and they will attempt to retrain poorly qualified workers for stable and rewarding jobs. These workers, who now make up the bottom 20 per cent of the labour force, have too little education to take existing retraining programs.

NewStart Corporation directors have much to learn about the special techniques and processes by which disadvantaged adults in areas of slow economic growth may best be trained. Four NewStart Corporations have embarked upon research studies into the educational problems facing these adults.

Work on the project has begun at Lac La Biche, Alta., a sparsely settled area, with a large number of Indians and Metis in the population; Prince Albert, Sask., an urban area; Kings County, P.E.I., a rural area; and Yarmouth, N.S., a combination of rural and urban. The executive directors who have now been appointed are John W. Shields, Alberta NewStart Inc., Lac La Biche; Dr. C. P. Collins, Saskatchewan NewStart Inc., Prince Albert; Dr. Austin L. Bowman, Prince Edward Island NewStart Inc., Montague; and Thomas M. Jones, Nova Scotia NewStart Inc., Yarmouth.

The aims of the NewStart Corporation are:

- to conduct research into the development of new methods of preparing, for rewarding and stable employment, persons who are disadvantaged, and particularly those who are handicapped as to their educational level;
- to study the employment and other prospects for persons with various levels and types of skills;
- to recommend and execute, on an experimental basis, solutions to employment problems including the recruitment of trainees, their motivation, counselling, training, placement and welfare, and related matters;
- to carry on the activities of a research centre and, to train, pay, and provide such other services and benefits as are deemed necessary for trainees;
- to conduct liaison with schools and training establishments and with provincial and federal governments and agencies;
- to develop methods of evaluating the procedures and methods used; and
- to prepare reports and publish and disseminate information relating to research and related programs.

Over the next four years, the cost of the experimental program could reach $60 million. The program will be co-ordinated as much as possible at the local level with existing development programs and agencies. About $500,000 is to be committed toward the first experimental units.

The corporations will have up to $ million a year each for their experiment in training. Allowances paid to trainee may also reach this amount. Each com pany is a private non-profit corporatio established under provincial law an owned jointly by the provincial an federal Governments. Neither the boar of directors nor the staff will be publi servants.

Garnet T. Page, Director, Pilot Project Branch, Department of Manpower an Immigration, is the director of the New Start program. He has described some c the possible approaches that the progra will use to investigate and overcom educational problems in the area of th project:

1. the program will develop effectiv techniques, appropriate for adults, t provide them with the elementary acade mic training that they failed to obtain a children;

2. motivational problems, which con dition the adult to accept and even prefe his slow-moving environment, must b overcome in order to reveal to him th advantages of upgrading his educatio and skills;

3. new kinds of organizations an techniques will be developed to overcom biases in standard education and trainin against low-income and underprivilege groups;

4. small task forces of highly qualifie people will conduct experiments that could not be conducted on a large scale into the problems of school drop-outs, the un employed, the underemployed, displace workers, and those in declining industries and

5. programs to teach the worker jus enough to take a steady job may show hi how much better off he could be wit more skills so that he will return fo further training.

The executive directors have had meet ings for orientation. They will be spending the first few months of the program schedule gathering staff and studying workers who are faced with the problems of the hard core of unemployment. The designers of the program are confident that it will be a major creative step toward long-term results of great importance.

Railroad wage increases recommended by U.S. board

A compulsory two-year wage increase of 11 per cent for 137,000 United States railroad shopcraft workers, plus 20 cents in skill-pay increases for most of them, was recommended in September by a White House board. The board was set up by Congress under a special law enacted in July to stop a two-day nation-wide strike of shopcraft workers that had paralyzed the railway industry (L.G., Oct. 1967, p. 636).

The wage recommendations, which were to become mandatory in 30 days unless the railroads and the six unions reached a voluntary agreement, amounted to substantially what the unions had demanded. The chairman of the board said that the recommended settlement would cost the industry $158,000,000 over the two-year period retroactive to last January 1 and expiring on December 31, 1969.

The recommendations of the five-man board were unanimous, but one of the members expressed serious reservations about some aspects of it. He thought that the board was not setting a very good example in the efforts being made to prevent inflation.

abour Relations Legislation in 1967

art II - Labour Standards and Human Rights and Anti-Discrimination

This is the second of a three-part article on labour legislation roduced in Canada in 1967. Part I, dealing with labour relations, peared in the December 1967 issue. Part III, dealing with islation on industrial safety and workmen's compensation, and industrial training, will be published in February.

HE establishment of minimum standards in wages and working conditions was the subject of considerable attention and action during 1967. In the field of minimum ges, higher rates were approved in five provinces, a minium rate was fixed in the Yukon Territory, and a revision of es is under consideration in some other jurisdictions.

Another social objective, equal opportunity for all, was ught through improvements in the human rights program several jurisdictions.

inimum Wages

The period of adjustment to the minimum wage provisions the Canada Labour (Standards) Code came to an end on ecember 31, 1966. Since that time the $1.25 an hour minimum te has applied to all undertakings within federal jurisdiction.

An Ordinance for the Yukon Territory established a minium wage rate of $1.25 an hour effective January 1, 1967.

Nova Scotia put into effect a 5-cent increase on January 1, 67; this was the second 5-cent increase to be put into effect seven months. All rates set by the four minimum wage orders w in effect were increased, except those applying in Zone 1A der the general order (Halifax-Dartmouth and Sydney). As a result, the rates are now $1.10 an hour for males and cents an hour for females in Halifax-Dartmouth, Sydney and ew Glasgow, $1.05 and 80 cents, respectively, in Truro, nherst and Yarmouth, and 95 and 70 cents, respectively, in e rest of the province. The minimum rate for logging and rest operations is $1.10 an hour. Employees in road building d heavy construction must be paid $1.15 an hour.

British Columbia and Alberta became the first two proces to set a general $1.25 minimum rate. In both provinces e $1.25 rate will go into effect in two stages.

The British Columbia Board of Industrial Relations has tered upon a revision of its minimum wage orders, incorporag new rates of $1.10 an hour, effective immediately, and .25 an hour effective on November 1, 1967. To date, it has vised orders governing the manufacturing and mercantile lustries, office occupation, the hotel and catering industry, e laundry, cleaning and dyeing industries, elevator operators d starters, and fish processing.

In addition, since British Columbia orders are made on an lustry or occupation basis, a general order was adopted to any gaps in coverage. The general order is applicable, subject to a few specific exceptions, to any employees within the scope of the Minimum Wage Acts not covered by separate orders. Under the orders that have been replaced, the minimum rate was $1 an hour, with rates of 85, 90 and 95 cents for the first three months of employment.

In Alberta, the $1-an-hour rate payable throughout the province under the general minimum wage order since July 1, 1966, was increased to $1.15 from August 1, 1967. A rate of $1.25 will go into force on January 1, 1968.

The same increases were provided for three classes of workers covered by special orders—ambulance drivers and attendants, taxicab drivers, and personnel in work camps, such as cooks and night watchmen.

The minimum rate for female telephone operators in small exchanges was raised by 15 cents to $1.05 an hour from August 1, a further 10 cents to take effect on January 1, 1968. The rate for commercial travellers and salesmen, formerly $40 a week, was raised to $46 a week from August 1, and to $50 a week from January 1, 1968.

In Quebec, general minimum rates of $1 an hour in Zone I (the Montreal metropolitan region) and 90 cents an hour in Zone II (the rest of the province) went into force on November 1, 1966. These rates were raised to $1.05 and $1 an hour on April 1, 1967 (the second stage of the increase authorized in 1966).

Employees on probation during their first 60 working days may be paid 10 cents less, and workers under 18 may be paid 20 cents less than the regular minimum rate. Watchmen with free lodgings must be paid at least $55 a week in Zone I and $50 a week in Zone II.

In place of an earlier order that applied to hotels, restaurants, hospitals, real estate undertakings and taxi services, two new orders covering a much wider range of establishments were issued on June 1—Order No. 5 governing service establishments, and Order No. 8 governing the hotel trade.

The order for service establishments governs those specializing in:

- educational services;
- hospital and health services (including hospices, and homes for the aged, convalescents and children);
- recreation and entertainment services;
- maintenance services;
- services of protection and maintenance of public order;
- religious and welfare organizations;
- lodging services and staff houses; and
- taxi services.

The order for hotel trade establishments covers hotels, restaurants, lodging houses and camp grounds, as defined in the Hotels Act; places where alcoholic beverages are sold for

consumption on the premises; and establishments that sell, deliver or serve meals to be eaten elsewhere.

The orders increased minimum rates substantially as of June 1 and provided for a further 10-cent increase on September 1. These rates, as of September 1, are as follows:

	Zone I	*Zone II*
Service establishments	$1.00	.90
Hotel trades	.95	.90
First 60 days of employment (both orders)	.85	.80
Employees under 18 (service establishments)	.75	.70

Three other orders were also revised—Order No. 7 governing the shoe industry, Order No. 9 governing forest operations, and Order No. 10 governing sawmills, related enterprises and wrought-wood shops—in all cases raising minimum rates.

The new order for forest operations sets the following minimum rates:

1. piecework woodcutters—an average rate of $14 a working day established for each calendar month;
2. other employees hired by contract—cooks, kitchen helpers and fire rangers—$12.50 a day;
3. camp watchmen, stablemen, dam watchmen and gatekeepers—$11.25 a day;
4. all other employees—$1.25 an hour.

In the revision of its minimum wage orders, to take effect on January 1, 1968, New Brunswick provided, for the first time, for a general minimum rate applicable to all employees subject to the Minimum Wage Act, except those governed by two special orders. This represents a considerable step forward in the program of minimum wage fixing that was begun on January 1, 1965 with the issue of five new orders in which rates were set on an industry basis.

Since January 1, 1965 the same rates have been applicable to employees in manufacturing, the food processing industry and the wholesale and retail trades. A rate 10 cents lower than the rate for these industries applied to the very large group of employments classified as the service industries.

A new general order, replacing three of the five orders previously in effect, provides for a general minimum rate of $1 an hour, effective January 1, 1968. The new rate represents an increase of 10 cents an hour in the minimum rate for manufacturing, food processing and the wholesale and retail trades, and of 20 cents an hour for the service industries.

A learner's rate (20 cents an hour less than the general minimum) may be paid under the new order for a period of four months, instead of three, and is applicable for the first time to the service industries. As before, the number of persons paid at the 80-cent rate must not exceed 20 per cent of the total number of employees of an employer.

Casual employees employed for not more than four months in any year are to be paid at least 90 cents an hour (formerly 80 cents).

The maximum amounts that may be deducted from the minimum wage for board or lodging furnished by the employer were increased to $10 a week for board and lodging, $7.50 a week for board, $2.50 a week for lodging, and 50 cents for a single meal.

Also amended were the two special orders governing workers in: (1) construction, mining and primary transportation; and (2) logging, forest and sawmill operations. The minimum rate of $1.05 an hour, payable to these workers since January 1, 1965, was increased by 20 cents an hour to $1.25, effective January 1, 1968. As at present, an employer will be permitted to pay an employee with less than three months experience 10 cents less than the minimum for a period of three months.

The minimum rate for workers in logging, forest and sawmill operations is, as before, based on a 9-hour day and 54-hour week. Workers in these industries who do not have a regular workweek (e.g., kitchen help, watchmen, scalers and assistant foremen) are now to be paid not less than $56 a week or $240 a month. Their previous minimum rates were $46 a week or $200 a month.

In both orders, the maximum amounts that may be deducted from the minimum wage for board and lodging were increased from $1.65 to $2.10 a day, and from 55 cents for a single meal to 70 cents.

Annual Vacations

Workers in Prince Edward Island were given the legal right to an annual vacation with pay, and improved minimum vacation benefits were provided for employees in Nova Scotia.

In Prince Edward Island, the first vacation-with-pay statute in the province provides for an annual vacation with pay of one week after a year's employment, provided that the employee has worked at least 90 per cent of the regular working hours during the year. Vacation pay is 2 per cent of the employee's earnings for the 12-month period during which he establishes his right to a vacation.

As in other provinces, some classes of employees are exempted from the Act. Not included are: persons employed for four hours or less a day, or for 24 hours or less a week; employees of the Crown; workers employed in agriculture and fishing; public school teachers, workers employed in canneries that operate less than four continuous months a year; and domestic servants who are employed for a period of less than two months. All other employees and their employers are within the scope of the Act.

The Act is drafted along similar lines to the Acts of the other provinces. The employee must be given his vacation not later than 10 months after the date on which he becomes entitled to it and he must be told at least a week in advance of the date on which his vacation is to begin. The employer is required to pay him his vacation pay at least one day before the beginning of the vacation.

A worker who qualifies for a vacation by working at least 90 per cent of the regular working hours in a year, but who leaves the employment before the end of the 12-month period must be paid 2 per cent of his earnings for the time worked at a date not later than the next regular pay period after the termination of his employment.

As in other jurisdictions, workers are entitled to vacation pay on termination of employment during a working year. A worker who ceases to be employed is entitled to 2 per cent of his earnings for whatever period he has worked. Payment must be made not later than the next regular pay period after his departure.

An employer is liable on summary conviction to a fine of up to $500 for a violation of the Act, and he may be ordered by the magistrate to pay all moneys to which the employee is entitled under the Act.

In Nova Scotia, the Vacation Pay Act was amended to provide for a two-week vacation, with pay at the rate of 4 per cent of earnings after a year of employment, effective from January 1, 1968. The Act currently provides for an annual vacation of one week after a year's service.

The Quebec vacation-with-pay order (No. 3) was revised, effective from July 1, to widen its coverage.

The minimum vacation benefit of one week after a year's service during the "reference year" (May 1-April 30), and for a worker who has not completed a year's service on April 30, one-half day of vacation for each month of service, was not changed.

Workers previously excluded, but now covered by the order, include those employed by municipal and school corporations (except professors and secretaries, whose hours cannot be verified), apartment house janitors, caretakers provided with free lodgings, and home workers.

As the order now stands, all workers in the province are

itled to an annual vacation with pay, or vacation pay on mination of employment, except farm workers, domestic rvants, part-time workers regularly working less than three urs a day, members of the clergy or of a religious institution, tain classes of students, and various categories of salesmen, luding employees paid entirely by commission and working more than one employer at a time.

Workers governed by the orders for the shoe industry and forest operations are entitled to the annual vacation or cation pay prescribed by those orders. Employees governed a decree under the Collective Agreement Act are subject to vacation-with-pay provisions set in the decree.

neral Holidays

A holiday order issued by the British Columbia Board of dustrial Relations, effective from August 1, requires em-oyers to give their employees eight paid general holidays year.

The order, the first to be issued in British Columbia, was ade under the authority of a 1966 amendment to the Annual olidays Act (now renamed the Annual and General Holidays ct).

The eight general holidays in a year that are to be observed paid holidays are the same as those listed in the Saskatchewan gislation and in the Canada Labour (Standards) Code. There provision for the substitution of another day for any of the ght holidays listed.

The order does not apply to employees covered by a col-ctive agreement under the Labour Relations Act. Also cluded are farm workers, horticultural workers, domestic rvants, professional employees and trainees, salesmen of utomobiles and other vehicles and of heavy duty industrial uipment, and employees exempted by regulation from the inimum Wage Acts (e.g., commercial travellers, prospectors nd handicapped employees).

An employee is to be given a holiday, whether or not the oliday falls on a regular working day for the employee. If a oliday falls on a day that is a non-working day for the em-loyee, he must be given a holiday with pay at some other time ot later than his next annual vacation, or on termination of nployment, whichever occurs first.

An employee who does not work on a holiday is entitled to s regular pay for the day. If he is paid by the week or month, s wages must not be reduced by reason of his not working n a holiday. If he is paid on any other basis, he must receive e equivalent of a normal day's pay.

An employee who is not required to work on a general oliday must not be required to work on another day of that eek that would normally be a day of rest, unless he is paid his regular rate for all hours worked, plus all other wages ue him for the day. This provision is similar to one in the lberta holiday order.

Where an employee is required to work on a general holiday, e must be paid time and one half his regular rate for all hours orked; in addition, he must be given a holiday with pay at me other time not later than his next annual vacation, or on rmination of employment, whichever occurs first. For pur-oses of this provision, "regular rate" means "the average of employee's hourly earnings, exclusive of overtime, for ours worked in the four-week period immediately preceding e week in which the holiday occurs."

As under the federal labour code, there are two situations in hich an employee is not entitled to holiday pay. An employee not entitled to pay for a general holiday that occurs in his st 30 days of employment with an employer.

Another exception is that an employee is not entitled to pay r a general holiday on which he does not work, if he is not titled to wages for at least 15 days during the 30 calendar days mediately preceding the holiday.

The order requires the keeping of detailed records by employers with respect to the holidays and holiday pay given to each employee.

Under the authority of an amendment made to the Canada Labour (Standards) Code on December 14, 1966, regulations were issued making special provision for general holiday pay for longshoremen, because many of these workers customarily work for more than one employer and do not qualify for public holidays under the general provisions of the Code. The purpose of the amendment was to ensure that employees working for more than one employer receive comparable benefits to those working for a single employer.

The regulations provide for two situations—one when longshoremen are paid through a central pay office operated by an association of employers designated by the Minister of Labour as a "multi-employer unit," and the other when longshoremen are paid by the individual employers for whom they work from time to time.

In the former case, the longshoreman is entitled to holiday pay if he is entitled to wages for at least 15 days or 120 hours in the 30 calendar days immediately preceding the holiday. Pay for the holiday may not be less than eight times his basic hourly wage rate.

In the second case, a longshoreman employed by an employer who is not a member of a "multi-employer unit" must be paid on each payday, in lieu of general holidays, an amount equal to 3 per cent of his basic wage rate, multiplied by the number of hours he has worked for the employer in the pay period.

In both cases, an employee who is required to work on a general holiday is to be paid at not less than one and one half times his basic rate of wages for the time worked by him on that day.

Industrial Standards

A new Industrial Standards Act was passed in Prince Edward Island. Like similar legislation in six other provinces, it provides for the establishment of a schedule of hours and days of labour, and of minimum rates of wages for regular working periods and for overtime work for any trade in any area of the province—the result of recommendations made at an employer-employee conference. To be approved and made legally binding on all employers and employees in the trade and area, the standards of wages and hours must be agreed to by "a proper and sufficient representation" of the employers and employees in the trade and zone.

Procedures for the establishment of a schedule, and for its administration and enforcement, are similar to those in the other provinces.

A schedule remains in force unless application is made for its amendment or revocation, or for the approval of a new schedule by representatives of employees or employers bound by the schedule.

The Saskatchewan Industrial Standards Act was amended with regard to the provision permitting a conference of employer and employee representatives, in drawing up a schedule, to specify the number or proportion of the employees of an employer affected by the schedule that may be apprentices, learners or inexperienced employees or part-time employees. In place of "apprentices," the Act now specifies "journeymen, second-class apprentices and third-class apprentices," enabling the schedule to fix the proportion of employees according to the stage of their training in the trade.

Hours of Work

Part I of the Canada Labour (Standards) Code—that which establishes normal working hours of 8 in a day and 40 in a week, with overtime paid at the rate of time and one half the

regular rate, and limited to 8 hours in a week—was applied to a large number of the employees under federal jurisdiction during the past year.

Since the Act went into force, a total of 5,249 applications for deferment or suspension of Part I (Hours of Work) were received from employers (and several unions) grouped by industry as follows: 217 air carriers; 5 banks; 4 Crown companies; approximately 1,500 flour mills, feed mills, feed warehouses and seed-cleaning mills; 375 grain elevators; 2,669 highway transporters; 6 mining and processing firms; 3 pipelines; 42 radio and TV broadcasting stations; 39 railways and hotels; 202 shipping lines; 181 stevedoring firms; and 6 telephone, telegraph and cable systems.

As at August 1, these had been dealt with by rejections, or specific or general orders, for varying periods, not exceeding 18 months from the dates of the orders, except those from the railways, which were still under discussion with managements and unions.

Seven applications from major air carriers were rejected on November 1, 1966, affecting 85 per cent of the air carrier business and employment. Deferment and suspension orders ending on or before Janauary 1, 1968, were given respecting 210 applications covering smaller carriers.

Applications from Crown companies and banks were rejected at different dates. Grain elevator terminal operations were rejected in May and June 1967. The balance of the grain elevator industry, east and west, was given deferment ending July 31, 1967.

A general suspension order to July 1, 1968 was made for companies transporting goods by motor vehicle. The Minister appointed an Inquiry Commission (C. A. L. Murchison), under the authority of Sec. 35 of the Code, to inquire and report on hours of work and employment in this industry and to submit his conclusions. The Commissioner presented his report October 5.

Orders of deferment or suspension, terminating on December 31, 1967, were given to 40 motor coach carriers.

A general order of suspension was made by the Minister for navigation and shipping in Newfoundland, terminating December 31, 1967. An Inquiry Commission (His Honour C. J. A. Hughes, County Court Judge) was appointed to inquire into and report on hours of work and employment and to submit his conclusions.

The Minister, in July 1967, issued a general order of suspension of hours of work in all navigation and shipping in Canada, except where previous orders were issued, such general order terminating December 31, 1968.

In summary, all applications for deferment or suspension have been dealt with except those from the railways, and trucking companies under contract to the Post Office Department. Pending are two inquiries that may result in further deferments or suspensions by the Governor in Council.

An amendment to the Canada Labour Code Regulations (General), defining a further class of professional workers to whom the Code will not apply, has particular significance with respect to the hours-of-work provisions. The professions whose members are to be excluded may be named in the regulations. Only five professions—medical, dental, architectural, engineering and legal—were excluded in the regulations issued when the Code came into force. Members of the scientific profession have now been exempted. A member of the scientific profession is defined as an employee who:

- has a specialized knowledge in the field of physical or social science that is ordinarily acquired by a course of instruction and study resulting in graduation from a university;
- performs work of such a nature that the product thereof or the result accomplished cannot be standardized in relation to time;
- is not subject to close direction as to the manner of performing his work and the scheduling of his hours of work; and
- is designated by his employer as a member of the scientific profession.

Minimum Conditions on Contract Work

The amendment to the federal Fair Wages and Hours of Labour Act, passed in 1966 to bring the wages and hours conditions of the Act into line with the Canada Labour (Standards) Code, was proclaimed in force April 1, 1967, and new regulations, the Fair Wages and Hours of Labour Regulations (P.C. 1967-230), were issued.

In no case may the wage rate in the schedules of minimum rates to be applied on a federal construction contract be less than the rate of $1.25 an hour set by the Code. The 40-hour week is established as the normal work week on government construction contracts, but up to 48 hours may be worked if the overtime rate is paid. Permits may be issued for hours in excess of 48.

In Nova Scotia, by administrative action, the Government has adopted the $1.25 rate as the minimum rate for government employees and government construction work. The New Brunswick Government announced the intention of requiring a minimum rate of $1.35 on projects financed by the government.

Human Rights and Anti-Discrimination Measures

The rights of the individual in a complex society may be disregarded by the discriminatory actions of those of his fellow citizens who are in a position to control access to job opportunities or housing or other facilities. His rights may also be disregarded as a result of various kinds of error by the actions of persons authorized by the Government to make decisions that affect his interests in a wide range of matters.

Remedies against the first type of unfair treatment have been sought in Canada through the enactment of fair employment practices and fair accommodation practices legislation; remedies against the second are now being sought in two provinces by legislation establishing the institution of an Ombudsman.

This institution is designed to provide a safeguard to the individual against administrative actions or decisions that are: 1. contrary to law; 2. based on a mistake of law or fact; or 3. unreasonable, unjust, oppressive or improperly discriminatory because the rules of law or the provision of the Act that is being applied have such results when applied to the particular case. The institution is intended also to be a safeguard against the exercise of discretionary power for an improper purpose, or use of it on irrelevant grounds.

In Alberta, the Ombudsman Act, which came into effect July 1, provides for appointment as an officer of the Legislature of a commissioner for investigation, to be called the "Ombudsman." His duties will be to investigate administrative decisions and actions of officials of the Government and its agencies.

The Lieutenant-Governor in Council is to make the appointent for a renewable term of five years on the recommendation the Legislative Assembly. Only on the recommendation of e Legislative Assembly may he be removed from office (for sability, neglect of duty, misconduct or bankruptcy), but e Lieutenant-Governor in Council may suspend him on any these grounds at any time when the Legislative Assembly is ot in session. A suspension by the Lieutenant-Governor in ouncil may not continue beyond the end of the next session the Legislature.

The Ombudsman is authorized to investigate, upon comaint or on his own initiative, any administrative act done or mitted by any government agency or by any of its officers employees, notwithstanding the fact that another Act ohibits or restricts appeals from administrative decisions. e may also investigate any matter referred to him by a mmittee of the Legislative Assembly. He is not precluded om investigating a complaint that may not be against the nd of action or decision mentioned in the Act.

Certain areas are, however, outside the jurisdiction of the mbudsman. He may not investigate any decision or act of ny person acting as solicitor or counsel for the Crown in any roceedings. In addition, if an appeal to the courts or to an dministrative tribunal is provided in any Act, the Ombudsman ay not investigate any matter dealt with in that Act until e appeal procedures have been completed or the time for ppeal has lapsed. In doubtful cases, the Ombudsman may pply to the Supreme Court of Alberta for a declaratory order etermining whether or not he has jurisdiction.

The Ombudsman has the right also to refuse to investigate a mplaint if he thinks there is an adequate remedy for the dress of the grievance under existing law or practice (other an petition to the Legislature). In addition, he may refuse investigate:

1. if the complainant has had knowledge of the matter mplained of for more than 12 months before filing a comlaint; or

2. if he feels the complaint is frivolous or trivial or not made good faith, or that the complainant has not sufficient ersonal interest in the subject matter.

The Ombudsman has no power to implement his decisions, ut may only make recommendations.

If, after investigation, the Ombudsman believes that a mplaint was justified, he may so report to the responsible linister and to the agency concerned, giving his reasons. He ay also make recommendations for settling the complaint, in hich case the agency concerned may also be required to otify the Ombudsman, within a specified time, of steps taken implement his recommendations.

If appropriate remedial action is not taken within a reasonble time, he must inform the complainant of his recommendaons. He may send a copy of the report and recommendations the Lieutenant-Governor in Council and may then make a port to the Legislature.

The Ombudsman is required to make an annual report to e Legislature. At his discretion, he may also publish other ports from time to time.

It is an offence for any person to obstruct the Ombudsman the exercise of his duties. A letter addressed to the Ombudsan and written by a person in custody, or by an inmate of a ivate sanitorium or mental hospital, is to be forwarded to him mediately. A person who is bound by an Act not to disclose y matter is not required to supply such information to the mbudsman unless the information requested relates only to e complainant, and if the complainant has given written nsent for the disclosure.

An Act passed in New Brunswick to provide for an Ombudsan will come into force on proclamation. It is generally nilar to the Alberta legislation, but the area for investigation is more precisely defined. Subject to the same kind of exceptions as in Alberta, "the Ombudsman may investigate the administration by a department or agency or officer thereof of any law of New Brunswick whereby any person is aggrieved. . . ." In addition, he may investigate any petition that is before a committee of the Legislature, if the committee refers it to him.

The Ombudsman will be appointed in the same manner, but his term is for 10 years instead of five, and when the legislature is not sitting, he can be removed for cause only by a Judge of the Supreme Court of the province on the application of the Lieutenant-Governor in Council. He does not require approval of the Government for the delegation of his authority to his officers.

A Human Rights Act was passed in New Brunswick, consolidating, with some changes, the Fair Employment Practices Act and the Fair Accommodation Practices Act. The prohibition of discriminatory employment practices, which formerly applied to employers with five or more employees, was extended to all employers, regardless of the size of their work force. A Human Rights Commission, responsible to the Minister of Labour, was established to administer the Act. In addition to dealing with complaints under the Act, the Commission is charged with developing and conducting educational programs designed to eliminate discriminatory practices.

In Nova Scotia also, an Act was passed to establish the Nova Scotia Human Rights Commission, whose function will be to co-ordinate government and private activities in the field of human rights. The administration of the Human Rights Act remains the responsibility of the Minister of Labour.

The Human Rights Commission is to be composed of seven persons appointed by the Governor in Council, three of whom will be officials of the Departments of Education, Labour and Public Welfare. The Act also provides for the appointment of a co-ordinator who is to be the chief executive officer of the Commission.

In addition to co-ordinating human rights activities in the province, the Human Rights Commission will be required to conduct research in the general field of human rights, to advise and do research for any government department concerned with human rights problems, and to encourage research activities by universities and other bodies. The Commission will also carry out educational and information functions in the field of human rights. In addition, it will advise the Government on suggestions, recommendations and requests made by private organizations.

The equal pay provision of the Human Rights Act was also amended to make it compulsory to pay female employees the same wages as male employees for substantially the same work.

The Equal Pay Act in Prince Edward Island was amended along the same lines. It is now mandatory to pay women the same wages as men for substantially the same work done in the same establishment. The penalty provisions were also strengthened.

The Ontario Human Rights Code was amended to extend the prohibitions against discriminatory hiring and rental policies. As in New Brunswick, the fair employment practices provisions were made to apply to all employers regardless of the size of their work force. Previously they did not apply to employers with fewer than five employees. Non-profit institutions continue to be exempt. The provision prohibiting discriminatory rental in buildings with more than three self-contained dwelling units will be extended to rental of any self-contained dwelling unit.

In the Canada Department of Labour, the new Fair Employment Practices Branch (L.G., Apr. 1967, p. 226) is responsible for the administration of the Fair Employment Practices Act. The functions of the branch include the organizing of educational and promotional programs designed to overcome all forms of prejudice and discrimination in employment.

Immigration to Canada in 1966

The total number of immigrants entering Canada in 1966 was 194,743, an increase of 33 per cent over the 1965 total of 146,758, the Department of Manpower and Immigration has reported.

The 1966 figure represents the highest number of immigrants admitted to Canada since the postwar peak period of 1957. Since Confederation, Canada has admitted 9,139,567 immigrants.

The increase for 1966 is not attributable to an upsurge from any one particular country or a small group of countries. On the contrary, an increase has been recorded from almost all countries of the world, the Department reported.

Immigrants coming from Britain and Ireland during 1966 numbered 65,065 and represented 33.4 per cent of the total immigration to Canada in that year. Other large groups came from Italy, 31,625 representing 16.2 per cent of the total; United States, 17,514 representing 9 per cent; Germany, 9,263 representing 4.8 per cent; Portugal, 7,930 representing 4 per cent; France, 7,872 representing 4 per cent; and Greece, 7,174 representing 3.7 per cent.

Of the immigrants arriving in 1965, approximately 37 per cent were born in Commonwealth countries or in Eire; 21 per cent in Italy or Greece; 7.3 per cent in United States; 8.3 per cent in Germany France, or The Netherlands; 5.5 per cent in Spain or Portugal; and 3.4 per cent in Poland or Yugoslavia.

The total number of 1966 immigrants was divided almost equally between labour force entrants and non-workers. About 51 per cent of the immigrants declared that they would enter the labour force. The other 49 per cent were wives, children and other dependents, or were retired persons. Of the workers, 26.1 per cent were classed as professional and managerial; 3.2 per cent, agriculture; 8.8 per cent, service; 34.3 per cent, manufacturing, mechanical, and construction; 16.7 per cent, clerical, commercial and financial; and 7.7 per cent, general labourers.

As in previous years, Ontario absorbed by far the greatest proportion of arrivals—namely, 55 per cent of the total. Quebec was second with 20 per cent. British Columbia received 13 per cent, the Prairie Provinces 9.5 per cent, and the Atlantic Provinces 2 per cent.

Male immigrants exceeded females by 5,955. Among the men, those aged 25-29 made up the largest group for a total of 18,328. Among the women, the 20-24 age group was the largest and totalled 18,738.

Of all persons arriving in 1966 who were 15 years of age or over, 56 per cent were married, 39.5 per cent single and 4.5 per cent either widowed, divorced, or separated. The number of unmarried men exceeded the number of unmarried women in all age groups up to 40 years. Females exceeded males in all other categories. There were 1,954 more married women, 3,001 more widowed women, and 384 more divorced or separated women.

IMMIGRATION REGULATIONS

Canada is adopting new Immigration Regulations to be applied universally, to give increased recognition to family relationships, and to be more closely attuned to Canada's economic needs, the Minister of Manpower and Immigration has announced.

For the first time, the principles governing the selection of immigrants are spelled out in detail in the regulations. An assessment system will permit immigration officers to apply the same standards in the same way to potential immigrants from all areas of the world. The policy removes discrimination against would-be immigrants from many countries in Asia and is aimed at making procedures more flexible.

According to recent estimates, if the past year's economic conditions prevail during the coming year as well, immigration to Canada under the new rules may increase from 200,000 to 220,000.

The policy divides immigrants into three groups:

- independents, welcome to come to Canada because they have a level of education or a marketable skill enabling them to adjust to a new country and stand on their own feet;
- dependents of persons already in Canada, mainly close relatives intending to live with their families rather than to seek work; and
- relatives who would need some family help to get started, but would be entering the labour force.

Independent applicants are assessed according to a point system involving a maximum score of 100 units. Fifty units is a passing score.

The applicant will be awarded points for:

- successfully completed years of formal education or professional, vocational and formal trade training or apprenticeship, to a maximum of 20 units;
- adaptability, motivation, initiative, resourcefulness, and other similar qualities, to be assessed during an interview with the applicant by an immigration or visa officer, to a maximum of 15 units, reflecting the officers' judgment of the personal suitability of the applicant and his family to become successfully established in Canada;
- the demand for workers with the applicant's job skills in the particular area in which he plans to settle, to a maximum of 15 units, to be assessed on the Department of Manpower and Immigration;
- occupational skill, to be assessed according to the applicant's most developed skill, to a maximum of 10 units;
- age of the applicant, to a maximum of 10 units, to be awarded if he is under 35;
- definite employment arranged by the applicant in a field that offers reasonable prospects of continuity, maximum 10 units;
- language skills in English, French, or both, up to 10 units; and
- choice of area of residence by the applicant, to a maximum of 5 units if a sponsoring relative resides there and an additional 5 units if the area he chooses is one where labour demand is strong, and fewer units if the demand for labour is less strong.

An independent applicant who intends to establish a business or to retire in Canada may be assessed 25 units instead of having to meet skill and labour-demand tests, provided that the immigration officer is satisfied that the business to be established has a reasonable chance of success.

The interviewing immigration officer, however, may approve the admission of an applicant who does not achieve sufficient units of assessment, or refuse the admission of an applicant who does achieve sufficient units, if there are good reasons why the assessment does not reflect the particular individual's chances of successful establishment in Canada.

The major purpose of the new standards, the Minister said, is to select immigrants who can make a successful adjustment to life in Canada and contribute to Canada's progress.

Federations of Labour—Annual Conventions

The Nova Scotia, Prince Edward Island, Saskatchewan, Alberta and British Columbia Federations held their annual conventions during September and October.

NOVA SCOTIA

Nova Scotia unions pledged themselves to fight for a minimum wage of $1.75 an hour throughout the Province in a resolution passed unanimously at the annual convention of the Nova Scotia Federation of Labour, held in Halifax, September 27 to 29. The present range of minimum wages is from 80 cents to $1.10.

The resolution also urged the provincial Government to:

- abolish the wage zoning system;
- establish a working day of eight consecutive hours, and a working week of five days;
- require time and a half to be paid after eight hours a day; and
- transfer the final decision to prosecute offending firms from the Minister of Labour to the Minimum Wage Board.

In his address to the delegates, Dr. Thomas McKeough, provincial Minister of Labour, referred to increases in minimum wages made during the year, admitting that there were "certain inequalities yet to be overcome." But he went on to praise the Board's "extreme conscientiousness" and the progress it had made.

The delegates also passed resolutions condemning compulsory arbitration and the granting of injunctions in labour disputes. In this they followed the lead given by Donald MacDonald, Secretary-Treasurer and acting President of the Canadian Labour Congress, one of the principal speakers at the convention.

A resolution was passed that urged the province to apply the "Freedman formula" by amending the Trade Union Act to provide that unions might strike during the term of a collective agreement when an employer refused to bargain in good faith on vital matters outside the contract.

At the opening session, President John Lynk made a sharp attack on the administration of Nova Scotia's medicare plan by Maritime Medical Care Inc. In the officers' report, Mr. Lynk said the announcement that the provincial Department of Health had signed an agreement with that body, which was sponsored by the medical profession, had come as a shock and a surprise.

He said that the Federation had advocated a program of medicare that would be operated by the Province and administered by the Department of Public Health, or by a commission set up by the Government. "Medicare . . . is a government-operated public program and as such should not be contracted out to the medical profession, but should be publicly administered with an arm's-length relationship between Government and the profession."

Donald MacDonald

Workers were right to defy the law and to go to jail in support of their basic union rights and freedoms, Donald MacDonald told the delegates in addressing the opening session of the convention. He cited government and the law as today's greatest enemies of organized labour. He attacked compulsory arbitration and court injunctions, whole-heartedly supporting workers who defied court orders.

He said that they had seen "the spectacle of the courts and judicial processes used to deny us — to strip us — of our elementary rights to bargain collectively and to strike when we have no other resort." Time and again throughout the country, as soon as "our people have gone through all the legal process [of conciliation], we see the unpalatable spectacle of these strikes being rendered futile by the injunction process. . . .

"It is the same in compulsory arbitration. Labour has been historically opposed to it — we recognize it for what it is. It demands the abridgement of the collective bargaining process. It doesn't permit workers to sit down with management as equals. Their basic freedom has been taken from them — their right to strike."

The convention unanimously passed a resolution urging that pressure should be put on federal and provincial Governments to tackle more effectively the problems affecting the economy of the Maritime Provinces. It was intended that this pressure should be exerted through an attempt to get all four Atlantic Federations of Labour to make a massive assault on the Canadian Labour Congress for support.

J. K. Bell, Secretary-Treasurer of the Federation, complained that a leading Nova Scotia company was storing 9,000,000 pounds of fresh frozen fish in order to maintain fish as a luxury food, at a time when many other nations were making it cheap and plentiful. The delegates passed a resolution asking federal and provincial Governments to promote a campaign to increase sales of fish. They also called on the federal Government to stop foreign vessels from fishing within the 12-mile limit.

A resolution was passed asking for amendment of the Nova Scotia Trade Union Act to include policemen within its scope. The move was intended to counter a recent proposal by the Nova Scotia Police Association for a police act, officials suggested.

In another resolution, delegates urged provincial ministers to play a more important part in getting new houses built, by leading and assisting municipalities to replace worn-out houses, particularly for low-income workers.

Other resolutions adopted urged:

- more speedy arbitration decisions;
- that fishermen should be brought under the Trade Union Act;
- 90-day work guarantees for rehired men;
- 30 days notice of layoffs and information about the length of layoff;
- compulsory severance pay for work-

ers with 10 years or more of service;
- cost-of-living increases in disability pensions;
- an increase in the burial expenses allowed by the Workmen's Compensation Board; and
- compulsory school attendance up to Grade 10 or the age of 18 years.

In the election of officers, President John Lynk and Secretary-Treasurer J. K. Bell were both re-elected without opposition. The following were elected Vice-Presidents: Harold Burdon, Tom Mombourquette, Don Murphy, William Noiles, Gordon Smith and C. A. Webber.

PRINCE EDWARD ISLAND

Organized labour was beginning to exert an influence in the Province, William Shields, President of the Prince Edward Island Federation of Labour, told the federation's third annual convention, held in Charlottetown on September 16. The meeting was attended by about 90 delegates from all parts of the province.

"As a result of submissions made to the Government, we have seen several of our recommendations made law," he said. "However, it remains to us to continue our requests for such time as is required to have them all implemented in the interests of all working people in the Province."

Mr. Shields said that the number of locals affiliated with the Federation had increased and that the Federation had given active support to the Labour-Management Relations Council.

Joseph Morris, Executive Vice-President of the Canadian Labour Congress, who was the official delegate from the Federation's parent body, gave an address at the dinner.

"Since the unrest of about a year and a half ago," he said, "the possibility of a tightly organized and effective labour movement on P.E.I. has emerged." After being kept back for years, labour union organization was now going ahead, and it was being accepted in the Island without the dislocations and problems that had accompanied organization in many other parts of the country. He agreed with the delegates in regarding the establishment of a Department of Labour in the Province as an important step forward.

Everett MacLeod, Borden, was elected President of the Federation and Everett Baker was re-elected Secretary-Treasurer. Elected as Vice-Presidents were: Eugene Jeasome, Prince County; Dennis Thibodeau, Kings County; and Jim Coles and Bill Shields, Queens County.

SASKATCHEWAN

About 200 trade unionists at the annual convention of the Saskatchewan Federation of Labour, held in Moose Jaw from October 12 to 14, passed a resolution recommending that the Federation should "take all action possible" to bring about the repeal of Bill 2 (the Essential Services Emergency Act, passed in September 1966 to put an end to the Saskatchewan Power Corporation strike) (L.G., Feb. 1967, p. 103) which was described as being "repugnant" to the freedom of Canadians.

Another resolution called for the removal of "amendments introduced by the present Government" to the Saskatchewan Trade Union Act, which were called "anti-labour provisions." Another resolution asked that the SFL urge the Labour Relations Board to make proper use of its powers to order reinstatement, compensation for monetary loss, and "cease and resist," when dealing with unfair labour practices.

W. G. Gilby, President of the Federation, said that during the past year emphasis in Federation activities had been on taking the question of provincial trade union rights to the people. He also encouraged the delegates to place immediate emphasis on action, together with other organizations and elements in the community, on such important matters as human rights, particularly with regard to the program for the Indians and the Metis.

Hon. Lionel Coderre

The future prosperity of the Province today lies in co-operation between labour, management and government, said Hon. Lionel Coderre, Saskatchewan Minister of Labour, in an address to the convention. "I venture to prophesy that if 20 years from now the people of Saskatchewan turn out to have increased in number and are still to be prosperous and full of hope, this will be because labour, management and government have today recognized responsibility to the nation, and the duty . . . to train and educate the young generation for a harmonious and meaningful life," he said.

Two fundamental economic factors to be considered when discussing the future of labour were farm mechanization and automation. Less than a quarter of the Province's labour force was employed in agriculture. A shift was taking place to other occupations, and it would continue, the Minister said. The geographical position of the Province, high transportation costs, and sparse population would not attract large manufacturing enterprises, which "naturally gravitate toward the St. Lawrence Seaway or the West Coast," he continued. For these and other reasons, the development of labour in Saskatchewan would probably be along lines different from those in the United States, Ontario or Quebec.

Labour in the Province could not depend on large companies or Crown corporations to provide technical training and opportunities for promotion for young employees. This situation made it imperative for professional and farm organizations, and labour and management throughout the Province, to work closely together, he declared.

Other Speakers

Other speakers included William Dodge, Executive Vice-President of the Canadian Labour Congress, and the presidents of the Saskatchewan Teachers Federation and the Saskatchewan Farmers Union.

The recent increase to 8¼ per cent in the National Housing Act interest rate was sharply condemned by the convention. A resolution was passed saying that the increase could only have the effect of denying proper housing to a vast and growing number of people, and of increasing "disgraceful and divisive disparities already existing." The resolution urged the Federation to press hard to bring decent housing to all citizens.

The delegates also supported a resolution urging the Federation to endorse the kind of action taken by housewives regarding consumer prices, and urged affiliates of the SFL to intensify their activities on the problem of prices.

A resolution asking for a guaranteed price to farmers of $2 a bushel for wheat was approved. It was suggested that the federal Government be urged to take any steps necessary to stop the selling of wheat by the United States at "fire sale" prices, which was said to be depressing world wheat prices and jeopardizing the new wheat agreement.

The Federation "wholeheartedly" supported the Canadian Labour Congress in its opposition to the proposals put forward by the Confederation of National Trade Unions for equal representation with the CLC on the Canada Labour Relations Board. If granted, this would lead to fragmentation of existing national bargaining and would limit its further extension, said a resolution passed by the delegates.

Another resolution asked that SFL representatives on the Labour Relations Board write dissenting opinions in all cases in which they disagreed with the majority decision of the Board.

Officers Elected

W. G. Gilbey, Regina, was re-elected President without opposition. Other officers elected were: Mike Germann, Saskatoon, returned as one of the three Vice-Presidents (the other Vice-Presidents, whose terms did not expire were George Semeniuk, Prince Albert, and C. C. Cave, Moose Jaw); Fred Pomeroy, Regina, Secretary-Treasurer; Louis Steil, North Battleford, Recording Secretary; and William Lynch and William Radway, both of Saskatoon, alternate officers.

ALBERTA

The Alberta Federation of Labour, at s 12th annual convention held in Edmon- n on October 19 and 20, decided to ress for a number of changes in the lberta Labour Act, in accordance with e report of a special committee. Among e changes proposed were:

- that the Board of Industrial Relations should work on a full-time basis and should consist of five members — two from labour and two from management, with an independent chairman; the chairman and the members would be separated from the civil service;
- that company unions should be prohibited by law;
- that unions should be allowed to conduct strike votes without government interference;
- an amendment to the Act to prohibit an employer from planting spies in a shop to report on and disrupt union activities;
- deletion of penalties against persons who engage in illegal strikes, and deletion of a clause in the Act governing strikes in essential industries. The committee argued that the clause was unnecessary because it had never been invoked.

Other resolutions urged:

- establishment of a minimum wage of $1.75 an hour instead of the present $1.25;
- legislation to provide for more paid vacations;
- formation of a crown corporation to develop and control the Athabasca oil sands;
- inauguration of a program to give support to the New Democratic Party;
- establishment of a compulsory automobile insurance plan similar to that in force in Saskatchewan;
- that the federal Government should be asked to require the provision of adequate safety devices in new and used cars;
- that full support should be given to a national health plan; and
- that the provincial Government should be asked to take part immediately in the medicare plan proposed by the Hall Commission.

Roy Jamha, President of the Federation, aid that Alberta's Labour Act threatened he existence of an effective trade union novement in the Province. Reviewing vhat he termed several areas of concern o organized labour, Mr. Jamha said that, nder the Act, a third party in a dispute ould take out a court injunction against icketing. He accused employers of stifing the trade union movement and of rying to foist on employees company-ontrolled associations.

K. A. Pugh, Deputy Minister of Labour for Alberta, said that there were problems in labour relations in the Province, but that great strides had been made. "We have an industrial climate which is outstanding in Canada," he contended.

Hon. Raymond Reierson

Wages in Alberta now rival those in Ontario and British Columbia, said Hon. Raymond Reierson, provincial Minister of Labour, in an address to the convention. Only a few years ago, he said, industrial wage levels in Alberta were among the lowest in Canada. The most recent step in Alberta legislation had been the establishment of the $1.25-an-hour minimum wage, which would come into effect on January 1, 1968.

Mr. Reierson remarked on the passing of a resolution calling for a minimum of $1.75, and he said that he wished it had been possible to accede to the Federation's request, but that economic reasons must be taken into account.

Commenting on his recent appointment as Minister of Education, he remarked that the Federation seemed to think that labour might have been relegated to a secondary place in government circles, but he assured the delegates that this would not happen.

It was necessary for everyone to cooperate in order to develop higher knowledge and kinds of skill to meet the demands of an ever-changing society, the Minister said. In a country as richly endowed with resources as Canada, failure to become a great nation could only come about by the fault of its people. But he knew that Canada could depend on its people to make the most of their resources.

Joseph Morris

The federal Government's failure to provide a stimulus to the Canadian economy was condemned by Joseph Morris, Executive Vice-President of the Canadian Labour Congress, who was a speaker at the convention. He said that the Government's failure in this matter was causing the country to be faced with increased unemployment and the threat of a serious economic slowdown.

"The completion of many centennial projects across the country, as well as the winding-up of Expo, means the end of undertakings which have provided a great deal of work in construction and allied industries," he said.

The speaker rejected suggestions that labour was taking an unfair share of the economic pie, and he cited figures to show that wages had increased much more slowly than productivity. "In 1961, wages and salaries in Canada accounted for 50.7 per cent of the nation's gross national product. Five years later, in 1966, this figure had grown to 50.8 per cent for a huge increase of one tenth of 1 per cent," he remarked.

Mr. Morris asserted that the economic situation gave "considerable cause for alarm," and he called on the Government to lose no time in putting into practice policies designed to create jobs. He also urged that action was needed to level out wide disparities in wage rates. And turning to trade union matters, he said that, although there had been an improvement in organizational activities, there was still much to be done, as only 29 per cent of Canada's work force was unionized.

Structural Changes

The whole structure of the Canadian Labour Congress may be altered in the near future, according to Neil Reimer, New Democratic Party provincial leader and a CLC Vice-President. He made the remark in an introductory speech.

A special committee was reviewing trends in the modern world, he said, and its aim was to keep the CLC a useful and progressive force. He referred to new trends as being technological change and automation, corporation mergers, a surge of nationalism, and new methods used by right-wing forces to establish company unions.

More amalgamations of unions in the same jurisdictions were urged by Bud Henderson, President of the Manitoba Federation of Labour and a Regional Director of the Canadian Union of Public Employees. He said that there should be "an end to the perpetuation of anachronisms" that had the effect of creating "separatism" in the trade union movement. "If we haven't the sense to make some mergers, they will soon be forced on us," Mr. Henderson said.

A former president of the AFL, Jack Hampson, Calgary, told the convention that there was racial and religious discrimination within the trade union movement. He said that it was practised in hiring and promotions by labour organizations themselves. Speaking as moderator of a panel on human rights, he urged the delegates to fight discrimination on the job and in their unions.

Legislation Effective

Dean William Bowker of the University of Alberta law school, who was also a member of the panel, said he did not agree with the idea that legislation was not effective against discrimination. "You cannot make people like one another," he said, "but legislation can control their behaviour toward one another."

Dean Bowker said that legislation could be particularly useful in combating discrimination in employment and in public accommodation and housing. Alberta's Human Rights Act covered the first two,

he said, and the Province might perhaps move next to legislate against discrimination in the sale and rental of housing.

Alan Borovoy, Toronto, Secretary of the National Labour Committee on Human Rights, said that he agreed with Dean Bowker about legislation, and that he regarded the removal of discrimination in housing "as a role and objective of the labour movement."

He took issue with a view expressed by another panel member, Phil Thompson, Executive Member of the Alberta Indian Association and Chief of the National Indian Council, and also the first Indian to run for the provincial Legislature, who had said that Canada owed a debt to the Indians. But Mr. Borovoy suggested that Indians had an obligation to do something toward improving their lot.

Election of Officers

In the election of officers, Roy Jamha was re-elected President without opposition. Other officers re-elected were: Keith Johnson, Edmonton, first Vice-President; Pat Lenihan, Calgary, second Vice-President; and Peter Ugenecz, Edmonton, third Vice-President.

Frank Bodie, Edmonton, will continue as full-time Executive Secretary; but his other post of Secretary-Treasurer went to R. J. Noble, Edmonton.

BRITISH COLUMBIA

A controversy over the earlier suspension of four locals of the International Woodworkers of America for publicly criticizing Canadian Labour Congress Executive Vice-President Joseph Morris was a burning issue at the 12th annual convention of the British Columbia Federation of Labour, held in Vancouver October 23 to 27.

The strength of feeling aroused was shown by the efforts made to minimize the public airing of the dispute on the ground that it would be harmful to the labour movement in the Province; and by the strong challenge to the incumbent executive in the election of officers, in which the holders of two key positions were re-elected by narrow margins.

The fight had been expected by the executive, and in its annual report it went into great detail about the suspensions. Having taken the initiative, the executive later in the day arranged for a resolution on the issue to be brought up for debate.

After 90 minutes of heated discussion, a move to have the resolution referred back to committee, with instructions to add another section, was successful. Later on in the convention, a new resolution to replace the earlier one was introduced and was passed by the 500 delegates.

The earlier resolution had stated that it was Federation policy that all affiliated unions should keep their troubles out of the public eye. The new resolution called on the Federation to use its offices, influence and every means at its disposal to make sure that all affiliated unions kept their troubles out of the public eye and presented a united front to management. The effect of the new resolution was to remove the responsibility from the local unions and place it on the Federation; and after the President had appealed to the delegates to bury the past in the interests of the lumber workers who were on strike in the interior of the Province, it was passed without further discussion.

The delegates also adopted a report by the officers' committee that said in part, "It is regretted that this incident has had a divisive effect on the labour movement. It is our considered opinion that your officers acted in the best interests of the labour movement. . . . The committee firmly believes that no useful purpose can be served by pursuing this matter."

Delegates from the four locals that had been suspended attended the convention, because the suspensions had been lifted shortly before on the advice of the CLC.

President's Address

A strong plea for true labour unity to meet the increasing challenges confronting organized labour was made by E. T. Staley, President of the Federation, in his opening address to the convention.

Canadian unions were too weak to operate by themselves, Mr. Staley said. "The economic facts are clear. Many of our unions are too small to sustain themselves. Many of the companies we face are international in scope. We must co-operate with unions in other provinces and in the U.S."

Mr. Staley, who is himself an officer of an international union, the United Brotherhood of Carpenters and Joiners of America, told the delegates that there were too many unorganized workers in Canada. "In this Province we cannot afford to waste our time and money by fighting each other for each other's members."

Mr. Staley rejected, as nonsense, arguments about the large amounts of money being sent from Canada to the United States through union funds. The key to the development of Canadian autonomy and an increase in trade union membership in Canada lay in greater efforts to achieve trade union unity, he said.

Mr. Staley reported that the Federation now had 310 affiliated unions representing 134,000 members, an increase in membership of 6 per cent compared with last year.

William Dodge

Any attempt to slow down the economy at present would lead to a substantial increase in unemployment, William Dodge, Executive Vice-President of the Canadian Labour Congress, said in an address to the delegates. "This is a high price to pay to check the largely imaginary inflationary spiral," he added. There was no convincing evidence of a serious economic crisis in Canada caused by too rapid an increase in wages and prices.

Mr. Dodge expressed the view that the guidelines program would fail, and that the Government, when it was finally obliged to increase taxes, would want to be able to lay the blame at someone else's door.

Turning to the question of the right to strike, the speaker said that there was a growing clamour across the country for anti-strike legislation and for compulsory arbitration of disputes, particularly in hospitals, transportation, power and municipal services. This clamour was a clear danger to the labour movement.

"In fact, very few strikes have occurred which have clearly jeopardized an important community interest. Not even last year's railway strike did that." In the main, unions were not responsible for strikes in the so-called essential public services, Mr. Dodge argued.

"The major problem is the fact that the management of most of the institutions of government and essential public services has, to a great extent, been put in the hands of persons with absolutely no sense of responsibility toward their employees.

"They are the worst employers in the country, and because of the field in which they operate, they are almost always supported in the position they take by governments." Even if compulsory arbitration were justified in some cases it was not an effective instrument for the prevention of strikes.

Mr. Dodge said that the only way to eliminate strikes was to eliminate the cause of them. "It is not strikes but the right to strike that forces employers and employees alike to act responsibly. Take that right away and you do not eliminate strikes. You only make them illegal, longer, more difficult to settle, and perhaps more likely to breed turmoil, simply because they are illegal."

With regard to housing, he said that the CLC would encourage labour organizations to become a part of what he called a "third force" in housing. He urged unions to set up a study committee to consider ways of developing their own housing schemes with the help of 90-per-cent financing by the federal Government through the National Housing Act. Governments and free enterprise had failed the public in the housing crisis, and the public itself must take over, he said.

Alan Borovoy

Alan Borovoy, of the Toronto and District Labour Committee for Human

ghts, accused the provincial Governnt and B.C. employers of ignoring the ovince's Fair Employment Practices t. Two days previously, he said, the deration's human rights committee d conducted a telephone survey of five ivate employment agencies in Vancour. The committee members had told the encies that they were seeking workers, t that they would not employ Negroes, ientals, East Indians, or Canadian dians.

All of the agencies had agreed to supply bour on the terms described by the embers of the committee, the speaker id. "Five out of five placement agencies re prepared to take job orders in plation of the Fair Employment actices Act." He later refused to name e agencies, but he said that they had en chosen at random.

"Much more important than the position of these placement agencies is the fact that where a government is taking an initiative in enforcing human rights legislation, you are not going to have agencies behave in this way. The result is a disrespect in the community for legislation that few know about and nobody cares about," Mr. Borovoy said.

Compensation and Safety

The compensation and safety report, one of the last reports adopted by the convention, expressed a lack of confidence in the present Workmen's Compensation Board. "It has become obvious, both in testimony before the compensation Royal Commission and in the experience of local unions, that the attitude and behaviour of the present Workmen's Compensation Board is in large measure responsible for our problems with compensation." the report said.

"During the Board's term of office, the percentage of the labour force covered by workmen's compensation has declined. At the same time, the percentage of rejected claims has risen seriously," it added.

The convention condemned as an attack on collective bargaining, B.C. Premier William Bennett's proposal for compulsory wage and price guidelines. It approved an executive statement which said that the proposal was a further indication of "the failure of his own Government to meet its responsibilities." It denied that Canada was going through "a period of wage-push inflation" and said that there was no economic evidence to warrant "the kind of scare propaganda he is engaging in."

The Federation called on unions throughout the Province to oppose the Premier's "attack upon the process of collective bargaining."

Robert Strachan, Opposition Leader in the B.C. Legislature, told the delegates that they would have to become more active politically if they wanted to bring about the changes they sought. He said that those who were not active in politics were approving present labour laws, inadequate housing and medical facilities, rising prices and unemployment. "You won't stamp out injunctions until you stamp out Social Credit," he said.

The convention opposed the export of Canadian water until the country's present and future needs had been assessed and met, and it passed a number of resolutions proposing methods of combating pollution of water.

Election of Officers

Although the dispute about the suspension of the Woodworkers' locals had been settled earlier in the convention, the election of officers showed that there was still a deep division in the Federation.

President Staley was opposed by Rod Beaton, President of the lumber inspectors' local of the International Woodworkers (one of the locals that was suspended), but was re-elected by 402 votes to 96.

Secretary-Treasurer R. C. Haynes was re-elected by 276 votes to 243 in a contest with Ed Sims, President of the Vancouver Labour Council.

First Vice-President J. A. Moore was re-elected, defeating Jack Groves of the Victoria IWA local by 441 votes to 72. Third Vice-President Len Guy was also re-elected, defeating Charles Stewart, Amalgamated Transit Union, by 38 votes. George Johnston, of the Amalgamated Meat Cutters and Butcher Workmen of North America, and Pen Baskin of the United Steelworkers, were elected without opposition as second and fourth Vice-Presidents respectively. Mr. Baskin replaced Monty Alton, also of the United Steelworkers.

Technical Notes to "E" Tables

Under the Unemployment Insurance Act, ntact between the claimant and the Unployment Insurance Commission is hieved by means of a network of local fices. Tables E-2 to E-4 relate to local fice operations, though Table E-3 includes ta on regional office processing.

Upon separation from employment, a rson wishing to file a claim for benefit plies either in person or by mail to the arest local office of the Commission. The aim will be either an "initial" or a "rewal" depending upon whether or not it is cessary to compute benefit rights. On an itial claim, the claimant's benefit entitlent is calculated, and this will be available r compensation of spells of proved unemoyment during a period of one year,* unless ed up prior to that time. When a claimant isses two successive scheduled reporting tes and subsequently files a claim, a renewal aim will serve to re-activate the claim, proded that there is still benefit available.

The total of initial and renewal claims able E-3) thus approximates the number recorded separations from employment ring a month. However, to the extent that initial claim is taken from a person who s just exhausted benefit and seeks retablishment of credits, the total would nstitute an overstatement of the new cases recorded unemployment. Claims in the tegory "entitled to benefit" include initial ims on which the contribution requireents were fulfilled and no disqualification s imposed, and renewal claims allowed, th no disqualification. Claims "not entitled benefit" consist of failures on initial claims e to insufficient contributions, and in dition, disqualifications imposed on either tial or renewal claims. Claims not comtely processed at the end of the month are own as "pending".

Claimants are required to report every two weeks by mail to the local office. Information on the number of claimants currently reporting to local offices is obtained by a count of individual unemployment registers in the currently active file at the month-end (Table E-2). Once a claim is taken, the document on which the record of activity is maintained (the unemployment register) is placed in the active file, and it becomes dormant only after the scheduled reporting pattern has been broken twice in succession or the claimant finds work. The count of weeks on claim represents the number of weeks of proved unemployment since the most recent separation from employment. When a new unemployment register is prepared, because the previous claim has terminated and a new entitlement has been computed, the number of weeks is calculated from the date of actual separation from employment. Information on the number of weeks on claim is based on examination of a 20-per-cent sample of unemployment registers.

Payment data are provided by Treasury Offices of the Unemployment Insurance Commission and relate to transactions during a month. In some cases, the compensated unemployment would have occurred in a prior month. Data cover partial as well as complete weeks.

Estimates of the insured population (Table E-1) are based on an estimate of persons either working in insured employment or on claim at June 1 each year. Monthly estimates of insured employment are projected from the June 1 figure, using employment indexes, for individual industry divisions as published in "Employment and Average Weekly Wages and Salaries" (Employment Section, Labour Division, DBS) (DBS Cat. No. 72-002). The number of claimants recorded at the month-end, as described above, is added to provide the total estimate.

The ILO and the Woodworking Industries

The International Labour Organization Tripartite Technical Meeting for the Woodworking Industries was attended by 200 representatives of governments, employers and workers of 26 countries, at a two-week meeting held in Geneva in September. The meeting adopted two series of conclusions on technological changes and safety, health and welfare.

The Meeting for Woodworking Industries is one of eight international Industrial Committees created in 1945 by the ILO to deal with the labour and social problems of major industries of world importance.

In the conclusions concerning technological changes in the woodworking industries, the meeting decided that:

- the adverse effects of technical innovation on employers and workers should be alleviated by appropriate measures;
- effective action should be taken for the care of the world's forest resources in accordance with proper conservation practices; and
- industrialized countries should give every practicable aid to the woodworking industries in developing countries, especially in terms of labour-intensive and of capital-intensive woodworking techniques.

Adequate investment in research work of interest to the woodworking industries was also called for. Such research should include technological and market studies; and international collaboration in the field of woodworking research should receive the wholehearted support of governments and of the woodworking industries. The meeting asked also that the ILO take whatever steps might be necessary to collect, translate, and disseminate information on vocational training methods available in the woodworking industries. Their conclusions dwelt on the advantages and problems that technical progress brought to employers and workers.

The representatives stressed that every effort should be made to increase safety and improve health in the woodworking industries, with particular attention to vocational training, safety and health consciousness. Various psychological approaches, such as propaganda, exhibitions, competitions and suggestions that have given good results, should be used. Dangerous products should be suitably labelled by appropriate symbols, especially those recommended by the ILO. Close co-operation with national and other international organizations in the exchange and dissemination of technical and toxicological information should be intensified to the extent desirable and possible, the delegates urged.

Other technical security recommendations included: standardized wiring on electrical machinery and equipment; accessible firefighting equipment; and adequate protection of compressed air, steam and very hot pressurized water installations.

The members adopted several resolutions:

- that the ILO include the woodworking industries in its program for specific industries, so that the problems of workers employed in those industries could be examined on a more regular basis than hitherto; and that studies be undertaken on specific problems faced by workers in woodworking industries;
- that the ILO intensify studies of the problems of unemployment and underemployment, and the use of manpower in general, in the woodworking industries, especially in the developing countries; and that it co-operate with all interested international organizations to enable developing countries to increase exports of semifinished or finished wood products;
- that the ILO promote solutions to social problems at present being encountered in these countries because of unemployment and underemployment in the woodworking industries, as well as other problems that may arise in the foreseeable future; and
- that the ILO pay special attention to opportunities arising for the woodworking industries from the shortage of housing accommodation that will become more acute in the majority of developing countries.

The meeting was chaired by Ambassador Endre Bakonyi-Sebestyén, Permanent Representative of Hungary in Geneva, in his capacity as governmental representative of the ILO Governing Body delegation. He was assisted by two vice-chairmen, Chief Mene-Afejuku (employer delegate, Nigeria) and Gerhard Vater (worker delegate, Federal Republic of Germany).

Canadian delegation

Head of Delegation and Government Delegate: Allan A. Porter, Chief, Wages Research Division, Economics and Research Branch, Canada Department of Labour, Ottawa. Government Delegate: J. L. Sisk, Director, Technical Services, Department of Labour, Fredericton. Worker Delegates: Jack MacKenzie, First Vice-President of Regional Council No. 1, International Woodworkers of America, Vancouver; Jacques Tardif, *Conseiller Technique, Fédération nationale des Syndicats du Bâtiment et du Bois (CSN)*, Quebec. Employer Delegates: C. H. Perrault, President and General Manager, *Casavant Frères Limitée*, St. Hyacinthe, Que.; J. R. Billings, President, Forest Industrial Relations Ltd., Vancouver.

Collective Agreements for Office Employees in Manufacturing

Hours of Work, Union Security, Vacation, Holiday and Other Provisions

Part I

Provisions contained in 178 collective agreements, covering 10 or more office employees of manufacturing establishments employing 15 or more office and non-office workers, were the subject of a recent study conducted by the Department's Economics and Research Branch. The agreements examined cover a total of 19,660 employees.

The findings of the study are being published in two successive issues of this Journal. The agreement provisions dealt with in this issue are those regarding hours of work, union security, vacation, holiday and other provisions. Tables on these provisions appear with the text. In addition, there is a table showing the scope of the study by province.

Collective agreements selected for this study were those in manufacturing firms which in response to the Department's Survey of Working Conditions, indicated that they had collective agreements covering office workers with unions that were listed in the 1964 issue of *Labour Organizations in Canada*. These agreements covered such employees as general office workers, journalists and editorial staffs of newspapers, and draughtsmen.

Although most of the agreements in the study applied primarily to office employees, a few applied to both office and factory occupations. In these few cases, the effort was made to identify provisions affecting plant workers only, with a view to excluding these provisions from the analysis. Where this distinction could not be made on the basis of information available in the Department, all provisions in such agreements were included in the study.

A number of agreements, moreover, contained provisions that prescribed terms varying according to different office occupations. In these cases, the provisions pertaining to what was considered to be the majority of employees in the office bargaining units were studied.

Some of the principal findings of the study are:

- the 7½-hour day and the 37½-hour week are still the standard provisions for hours of work in collective agreements covering office employees in Canadian manufacturing industries;
- a five-day workweek prevails in 170 of the 178 agreements;
- voluntary checkoff of union dues appears, in one form or another, in approximately 40 per cent of the agreements; a compulsory checkoff is provided for also in about 40 per cent of the contracts;
- although 42 per cent of the contracts make no provision respecting membership as a condition of employment, the modified union shop, with compulsory membership for new employees and maintenance of membership for other employees, is specified in slightly more than one quarter of the agreements examined;
- all but 7 of the 178 agreements make provision for arbitration; 141 or 79 per cent provide for arbitration that is to be used only in differences arising out of the application, violation, or interpretation of the agreement; 30 contracts mention arbitration in other circumstances; provision for a Board of Arbitrators is made in 75 per cent of the contracts and for a single arbitrator in 15 per cent of the agreements;
- of the 178 contracts covering 19,660 employees, only two, affecting 70 employees, failed to mention a provision for paid vacation; all but 5 per cent of the contracts, covering 8 per cent of the employees, provided for a two-week vacation after various lengths of service; all but 6 per cent of the 178 agreements, covering 2 per cent of the employees, provided for a three-week vacation; the most frequent clause, covering 48 per cent of the employees and occurring in 43 per cent of the contracts, provided for three weeks of vacation after 10 years of service; a four-week vacation was provided for in 72 per cent of the contracts, covering 79 per cent of the employees; 34 per cent, covering 36 per cent of the employees, provided four weeks after 25 years of service;
- in all but 3 per cent of the agreements, there was provision for paid holidays; seven days a year was the minimum number and 12 days was the maximum; eight days, the most frequent number mentioned, occurred in 54 per cent of the agreements, covering 50 per cent of the employees.

About 91 per cent of the agreements, covering 93 per cent of the employees, applied to bargaining units in Ontario and Quebec. Some 57 per cent of the agreements were effective in Ontario, and 37 per cent of the employees covered were located in Quebec.

Part II will deal with provisions concerning pay for time not worked, such as paid meal periods and rest periods, premium pay for time worked, including overtime compensation, pay guarantees, special provisions for women, provisions covering older and/or handicapped workers, and miscellaneous provisions.

The complete study, including the charts and tables that have been omitted or compressed in this report, is available from the Collective Bargaining Division, Economics and Research Branch, Canada Department of Labour.

This study was planned and carried out by R. M. Charlton under the supervision of Félix Quinet, Chief, Collective Bargaining Division, and with the assistance of Barry Maloney, Emile Vallée, and Daniel Stace. Jean-Paul Ferland also assisted in the preparation of the coding schedule used in the analysis of the provisions. The Department wishes to acknowledge the co-operation of the companies and unions that made available the collective agreements required for the study.

It should be noted that, in a number of cases, the language used in the agreements was not altogether clear; in such instances, the provisions were classified, subject to the proviso that they may be open to other interpretations as well.

Hours of Work*

	Agreements		Employees Covered	
	No.	%	No.	%
Daily hours				
Not stated	8	4	810	4
6½ to 6¾	4	2	220	1
7	34	19	3,220	16
7¼	29	16	1,970	10
7½	75	43	10,010	51
7¾	8	5	670	4
8	20	11	2,760	14
Weekly hours				
Not stated	5	3	750	4
32½ to 34	3	2	190	1
35	31	17	3,140	16
35¾	3	2	70	—
36¼	25	15	1,860	10
36¾ to 37¼	8	4	360	2
37½	75	42	9,900	50
38½ to 39	7	4	650	3
40	20	11	2,720	14
Other	1	—	20	—
Work week in days				
Not stated	6	3	740	4
5	170	96	18,850	96
Other	2	1	70	—

*Refers to "normal", "regular" or "standard" hours of the majority of office workers. Agreements making no explicit reference to "normal", "regular" or "standard" hours were tabulated on the basis of straight time hours. Fraction of an hour is rounded to the nearest quarter hour.

The dash indicates a percentage of less than 0.6.

Coverage by Province

	Agreements	Employees Covered
Newfoundland	2	210
Prince Edward Island	—	—
Nova Scotia	1	90
New Brunswick	1	40
Quebec	60	7,230
Ontario	99	10,850
Manitoba	1	40
Saskatchewan	3	80
Alberta	—	—
British Columbia	9	780
More than one province	2	340

Union Security

	Agreements		Employees Covered	
	No.	%	No.	%
Membership				
No specific provision respecting membership as a condition of employment	75	42	10,510	53
Closed shop	—	—	—	—
Union shop	28	16	1,450	7
Modified union shop (compulsory membership for new employees, with maintenance of membership for others)	47	26	4,240	22
Modified union shop (compulsory membership for new employees, with no mention of maintenance of membership for others)	7	4	310	2
Maintenance of membership	21	12	3,150	16
Checkoff				
No specific provision for checkoff of union dues	17	10	970	5
Voluntary, revocable at any time	7	4	320	1
Voluntary, irrevocable	21	12	1,740	9
Voluntary irrevocable, with escape clause	41	23	5,100	26
Compulsory for all employees in open shop	20	11	2,950	15
Compulsory for all employees in union shop	16	9	1,020	5
Compulsory for all employees in modified union shop	12	7	1,370	7
Compulsory for all employees in maintenance of membership shop	9	5	1,090	6
Compulsory for employees hired after a certain date and for union members	11	6	450	2
Other	24	13	4,650	24
Preferential hiring				
No specific provision for preferential hiring (or rehiring) of union members	158	89	17,340	88
Some form of preferential hiring (or rehiring) of union members	20	11	2,320	12

Grievances and Arbitration

	Agreements		Employees Covered	
	No.	%	No.	%
ievance procedure in dismissal cases				
No specific provision	92	52	10,860	55
Provision for special grievance procedure in dismissal cases	86	48	8,800	45
mpensation for grievance work				
No specific provision	108	61	8,550	43
Grievance representative(s) paid for time spent on grievances during working hours*	54	30	8,660	44
Grievance representative(s) paid for time spent on grievances during working hours with a definite restriction on the handling of grievances during such hours	4	2	770	4
Other	12	7	1,680	9
ope of arbitration				
No specific provision for arbitration	7	4	440	2
Differences arising out of the application, violation or interpretation of the agreement only†	141	79	14,940	76
Scope of arbitration broader than above	10	6	2,270	12
Other	20	11	2,010	10
mber of arbitrators				
No specific provision	5	3	150	1
Provision for single arbitrator	26	15	4,170	21
Provision for board of arbitrators	135	75	13,680	70
Provision for either single arbitrator or board of arbitrators	12	7	1,660	8

*With no definite restriction placed on the handling of grievances ring working hours. Need for prior permission, or limitation to easonable" or "necessary" time were not regarded as definite restrictns.

†Including differences as to whether or not a matter is arbitrable.

Pay for Time not Worked

	Agreements		Employees Covered	
	No.	%	No.	%
Provision concerning paid holiday falling within vacation period				
No specific provision	51	28	4,770	24
Vacation extended	110	62	13,300	68
Extra day's pay	5	3	140	1
Other	12	7	1,450	7
Paid vacations - general				
No specific provision	2	1	70	—
Provision for more than one week*	176	99	19,590	100
Paid vacations - two weeks				
No specific provision	10	5	1,580	8
After 1 year or less	165	94	18,040	92
After 2 years	2	1	30	—
After 4½ years	1	—	10	—
Paid vacations - three weeks				
No specific provision	9	5	450	2
After: 1 year	6	3	1,520	8
1½ to 4 years	9	5	1,320	7
5 years	10	6	630	3
6 to 8 years	8	5	370	2
10 years	76	43	9,580	48
12 years	21	12	3,090	16
12½ to 14 years	4	2	200	1
15 years	34	19	2,480	13
25 years	1	—	20	—
Paid vacations - four weeks				
No specific provision	49	28	4,120	21
After: 1 year	1	—	20	—
10 years	2	1	450	2
15 years	3	2	80	—
18 years	4	2	1,660	9
20 years	45	25	2,440	12
22 to 23 years	8	4	760	4
25 years	58	34	7,070	36
28 to 29 years	6	3	2,970	16
Other	2	1	90	—

*Provisions under which the entitlement to time off does not match the amount of vacation pay were tabulated on the basis of vacation pay.

The dash indicates a percentage of less than 0.6.

Continued on page 30

Pay for Time not Worked (*continued*)

	Agreements		*Employees Covered*	
	No.	*%*	*No.*	*%*
Provisions for entitlement to paid holidays†				
No specific provision	105	59	10,560	54
Employee must have worked both the day before and the day after the holiday	52	29	7,460	38
Employee must have worked either the day before or the day after the holiday	8	5	750	4
Other	13	7	890	4
Paid holidays (days a year)				
No specific provision	5	3	120	1
7	3	2	220	1
8	96	54	9,780	50
8½	5	3	1,060	5
9	45	25	7,200	37
9½ to 10	17	9	990	5
10½ to 12	5	3	260	1
Provision for paid holidays, number not specified	2	1	30	—

†Usually subject to extenuating circumstances such as approved leave of absence, illness, vacation.

The dash indicates a percentage of less than 0.6.

Book on Human Resources Published by ILO

The International Labour Office has published a book, *Human Resources for Industrial Development*, containing papers prepared for an international symposium planned by the newly established United Nations Industrial Development Organization. The purpose of the papers is to identify some of the major manpower and social problems encountered by developing countries in the process of industrial development, and to discuss action that needs to be taken both at national and at international levels if these problems are to be solved.

Part I is titled "Manpower for Industry," and discusses manpower requirements and their accompanying skills for industrialization; education and training programs to be set up; specific measures that countries might use for effective utilization of manpower; and training for managerial or technical skills for small manufacturing enterprises.

Part II, titled "Other Policy Issues," stresses the importance of enlisting the co-operation and active participation of different social groups; employment aspects of industrialization; progressive industrial technology and approaches to the problem of providing more productive employment in industry; and the effects of wage policy on the proceeds of industrial development.

The book is available from the Canada Branch, International Labour Office, 4th Floor, 178 Queen Street, Ottawa, at $2.50 a copy.

Wage-Price Restraint

Continued from page 10

that the norm for wage increases is nil, but that increases ca be justified in relation to four criteria in the first White Pap of 1965" (L.G. 1965, p. 502). The White Paper laid down norm for wage and salary increases of 3 to 3½ per cent, bu recognized that increases above this might be justified b contributions to greater productivity, distribution of manpowe standard of living, and comparability.

The Prices and Incomes Act, 1967, continues to requi advance warning of proposed wage or salary increases, an gives the Government power to refer any proposed wage salary increases to the National Board for Prices and Income If a proposed increase is referred to the Board, the Governme can "freeze" it for three months while it is under consideratio If there is an adverse report from the Board, the "freeze" ma be extended for a further period not exceeding six month from the date of referral. If wage and salary increases are p into effect while they are under reference to the Board, contrary to a recommendation by the Board, the Governme may also make an order to suspend their implementation f a period of not more than six months from the date of referra

"The success of the policy during the last 12 months wa largely due to the fact that it was accepted—though no agreed—by the Confederation of British Industry on behalf the employers and the Trades Union Congress for the unions said Sir Denis. The Government's powers are now limited those cases that are referred to the National Board for Pric and Incomes.

The reaction of the British unions toward the prices an incomes policy was aired at the annual convention of th Trades Union Congress, held in September 1967 in Brighto (L.G., Dec. 1967, p. 746). One of the motions passed declare that a voluntary incomes policy should operate against background of price control. The motion demanded that th Government operate this aspect of their policy rigorously. A the convention, the unions recognized that an elected Gover ment should have some say over wages, salaries, price dividends and profits.

In the United States, the forecasts concerning the wage-pri guidelines for 1967 were made public a year ago in a repo released by the Council of Economic Advisers. The Counc urged moderation of demand forces in the economy. At th same time, it acknowledged that guidelines designed to restri wage increases to the long-term growth of labour productivi (L.G. 1964, p. 186) were likely to be broken during 1967 as result of demands from a number of major unions for pa raises to cover at least part of cost-of-living increases.

The Council's forecast for 1967 predicted a rise in total U. production by $47 billion to a gross national product of $7 billion, a 6.3 per cent increase. This, however, is significant less than the gain in the gross national product for the previou year of 8.6 per cent.

The report urged companies to follow the price guidepos and to accept lower profit margins during 1967. The Counc however, dropped its efforts to lay out a yardstick for measu ing acceptable wage increases during the year, though there some reason to believe that the guideposts had a moderatin effect on wage increases during 1962-65. Conversely, th Council noted, the primary source of the rise in consume prices lies in areas in which the guideposts have no applicability in farm products, where prices have risen considerably, despi rapid productivity gains; and in services, where the wages an professional incomes of unorganized workers have also rise rapidly.

Employment Fatalities in Canada

Third Quarter, 1967

The employment fatalities covered in this review affected persons gainfully employed, and occurred during the course of, or arose out of their employment, and included deaths resulting from industrial diseases.

Statistics on employment fatalities are compiled by the Economics and Research Branch of the Department, from reports received from the provincial Workmen's Compensation Boards and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as it is in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

The number of fatalities that occurred during the period under review is usually greater than indicated in the article and tables. Fatalities that were not reported in time for inclusion, however, are recorded in supplementary lists, and statistics are revised accordingly in the next annual review.

The Department has received reports of 239 employment fatalities that occurred in Canada during the third quarter of 1967. During the previous quarter, 232 fatalities were recorded. This is 28 more than the previously published total of 204 (L.G., Nov. 1967, p. 688). In the third quarter of last year, 372 were recorded—133 more than the preliminary figure of 277 (L.G., Jan. 1967, p. 22).

During the quarter, seven multifatality accidents brought death to 29 workmen. Six fishermen died when their herring seiner collided with a tugboat and capsized near Yarmouth, N.S., and six construction workers died in a car crash in Clinton, Alta.

Four railroad employees were killed when a passenger train collided with a freight train in Dunrankin, Ont., and another four persons died in an Eastern Provincial Airways crash near Williamsport, Nfld. Three construction workers died when they were overcome by toxic gas in a mine shaft in Sudbury, Ont. Another three miners died in a rockfall at the Fluorspar Mine in St. Lawrence, Nfld. and two policemen and a watchman burned to death in a fire in Repentigny, Que.

Three industry divisions accounted for 75.6 per cent of the total number of fatalities.* Of the total, 70 fatalities occurred in construction, 57 in transportation and 32 in manufacturing. The remaining 33.4 per cent were distributed in the other industry divisions as follows: mining, 9.2 per cent; forestry, 5.0 per cent; trade, 4.2 per cent; public administration, 3.8 per cent; agriculture, fishing and service, 3.3 per cent each; and finance, 1.3 per cent.

The 25-44 age group accounted for 41.9 per cent of the total number of fatalities. Workers in the 45-64 age group accounted for 28.0 per cent, and the remaining 30.1 per cent were distributed in the other age groups: 20-24 age group, 18.4 per cent; 14-19 age group, 6.3 per cent; and the 65 and over age group, 5.4 per cent.

Two occupational divisions accounted for 56.6 per cent of the total number of fatalities: craftsmen, production process and related workers, 39.8 per cent; and transport and communication workers, 16.8 per cent. The remaining 43.4 per cent were distributed in the other occupational divisions: miners, quarrymen and related workers, 10.9 per cent; labourers and unskilled workers, 10.0 per cent; service and recreation workers, 5.0 per cent; loggers and related workers, 4.6 per cent; fishermen, trappers and hunters, farmers, and managerial workers, 3.3 per cent each; professional and technical occupations workers, 1.7 per cent; sales workers, 0.9 per cent; and clerical workers, 0.4 per cent.

Three accident-type categories accounted for 61.5 per cent of the total number of fatalities. These were: collisions and derailments, 28.5 per cent; struck by different objects, 18.4 per cent; and falls and slips, 14.6 per cent. The remaining 38.5 per cent were distributed in the other accident-type categories: caught in, on or between different objects, 10.4 per cent; contact with electric current, 7.1 per cent; inhalations, absorptions and industrial diseases, 6.3 per cent; conflagrations, temperature extremes and explosions, 5.9 per cent; miscellaneous accidents, 4.6 per cent; and over-exertion, 4.2 per cent. No fatalities were recorded in the striking against or stepping on objects accident-type category.

A cross section analysis of the greatest concentration of fatalities by age reveals that the 25-44 age group accounted for 44.3 per cent of the total number of fatalities that occurred in construction and 43.9 per cent in transportation. The 45-64 age group accounted for 43.8 per cent of the total number of fatalities in manufacturing.

A similar cross section examination of these industries, to pinpoint the main concentration of fatalities by occupation, shows that craftsmen, production process and related workers accounted for 65.6 per cent of the total number of fatalities that occurred in manufacturing, and 60.0 per cent in construction. Transport and communication workers accounted for 52.6 per cent of the fatalities in the transportation industry.

An analysis of cross classifications of industry divisions by main accident-type categories reveals that 75.0 per cent of the fatalities in the fishing industry and 54.5 per cent in transportation were the result of collisions, derailments and wrecks.

During the quarter, there were 99 fatalities in July, 94 in August and 46 in September. By province, the largest number of fatalities, 94, occurred in Ontario. In Alberta there were 51, and in British Columbia 30.

*See Table H, p.68.

Consumer, October 1967

The consumer price index (1949 = 100) decreased by 0.1 per cent to 150.5 in October from 150.7 in September. It was 3.6 per cent higher than the October 1966 level of 145.3.

The food index declined 0.5 per cent to 147.8 from 148.5. Lower prices were reported for some fresh fruits and vegetables. Beef prices were higher in contrast to most pork items. Sugar prices declined, but other miscellaneous groceries, including tea, jam and soft drinks, registered advances. The price of butter was fractionally higher over the one-month period. Fresh milk and bread prices remained unchanged.

The housing index rose 0.3 per cent to 153.1 from 152.6 as a result of a general increase in rents and costs of new houses. The household operation component increased fractionally as higher prices for furniture and appliances were offset by lower prices for floor coverings, household textiles and supply items.

The clothing index decline of 0.7 per cent to 133.7 from 134.7 was attributable to lower prices for women's wear, especially fur coats, outerwear, footwear, and piece goods. Prices for children's wear advanced by nearly 2 per cent and men's wear fractionally.

The transportation index decreased 0.3 per cent to 157.9 from 158.4, reflecting the introduction of lower rail fares in off-peak travel months.

The health and personal care index moved up 0.9 per cent to 193.2 from 191.4, as a result of increased professional fees for health care services, which outweighed a further 1.8 per cent decrease in pharmaceutical prices. Some personal care supply items, including toilet soap, toothpaste and cleansing tissues, registered minor advances.

The recreation and reading index rose 0.4 per cent to 169.4 from 168.7, mainly as a result of higher admission prices to sporting events and increases in the price of phonograph records.

The tobacco and alcohol index was unchanged at 128.6.

Group indexes a year ago in October were: food 145.6, housing (shelter and household operation) 146.1, clothing 129.2, transportation 151.1, health and personal care 182.7, recreation and reading 159.2, and tobacco and alcohol 126.4.

City Consumer, October 1967

Consumer price indexes declined between September and October in six regional cities, advanced slightly in two, and remained unchanged in two. Movements ranged from a decrease of 0.3 per cent in Toronto to a rise of 0.2 per cent in Ottawa.

Food indexes were lower in all cities, with the declines ranging from 1.3 per cent in Winnipeg and Vancouver, to 0.3 per cent in Montreal. Housing indexes advanced slightly in all cities except Montreal, where there was no change. Mixed movements were registered in the clothing indexes, ranging from an increase of 0.6 per cent in Ottawa to a decrease of 1.3 per cent in Montreal and Toronto. The transportation indexes declined slightly in all regional cities except Winnipeg, where there was no change from the previous month. The health and personal care indexes advanced by varying amounts in all cities except Montreal, reflecting a general increase in professional fees. The recreation and reading indexes rose in all cities except Montreal; the tobacco and alcohol indexes did not change.

Regional consumer price index point changes between September and October were: Toronto −0.4 to 151.8; Montreal −0.3 to 148.8; Winnipeg −0.3 to 146.8; Saskatoon-Regina −0.3 to 140.6; Edmonton-Calgary −0.3 to 141.7; Vancouver −0.2 to 144.9; St. John's remained the same at 130.8*; Saint John remained the same at 145.7; Halifax +0.1 to 142.5; +0.3 to 148.6.

Wholesale, September 1967

The general wholesale index (1935-39 = 100) moved up to 264.7 from 264.6 and was 1.5 per cent higher than the September 1966 index of 260.7. Five of the eight major group indexes increased, and three declined.

In the non-ferrous metals products group the index rose 1.9 per cent to 244.6 from 240.0 as a result of higher prices for nickel. Reflecting price increases for paint and paint materials and organic chemicals, the chemical products group index advanced 0.7 per cent to 213.8 from 212.3. An advance of 0.4 per cent to 295.4 from 294.1 occurred in the animal products group index due to price increases for fishery products, livestock, fresh meats and milk. The wood products group index rose 0.4 per cent to 349.3 from 348.0 on higher prices for cedar and pine lumber. The iron products group increased 0.1 per cent to 274.3 from 273.9.

The vegetable products group index moved 1.4 per cent lower to 228.0 from 231.2 on price decreases for grains, potatoes, and milled cereal foods. A decline of 0.5 per cent in the textile products group index to 251.6 from 252.2 reflected lower prices for cotton fabrics, domestic and imported raw wool, and worsted and wool cloth. The non-metallic minerals products group index moved down to 200.0 from 200.1.

*On base June 1951 = 100

Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39 = 100) declined 0.7 per cent to 257.3 from 259.1 in the three-week period September 22 to October 20. The animal products index declined 1.4 per cent to 327.6 from 332.2, and the field products index advanced 0.6 per cent to 187.0 from 185.9.

U.S. Consumer, Sept. 1967

The United States consumer price index (1957-59 = 100) rose by 0.2 per cent between August and September. The index in September was 117.1 and for August it was 116.9.

Increases in services, medical care, home repairs, property taxes and insurance, accounted for the September advance. Prices were higher for women's and girls' apparel, gasoline, used cars, tires, coal, fuel oil, furniture and appliances.

With a decline in the prices of vegetables, eggs, pork, apples and grapes, there was an overall drop in the food price index to 115.9 from 116.6.

The overall consumer prices were 2.6 per cent above a year ago.

British Retail, Sept. 1967

The British index of retail prices (Jan. 16, 1962 = 100) was 118.8 at September 19, compared with 118.9 at August 22 and 117.1 at September 20, 1966.

The index for the food group as a whole dropped by less than 1 half of 1 per cent to 116.7, compared with 117.3 in August.

In the food group, reductions in the prices of fresh vegetables and apples were partly offset by increases in the prices of eggs.

In the miscellaneous goods group, price increases were registered for newspapers and periodicals and for some other items in the group. The index figure rose by nearly one half of 1 per cent to 113.5, compared with 113.1 in August.

In the remaining eight groups, there was little change in the general level of prices.

Rehabilitation Awards, 1967

The Reader's Digest Award, given nually to the person, group of persons agency that is judged to have done e most during the year to serve the sabled, this year was presented to ecreation for the Handicapped Inc., of ontreal.

The award was made by E. P. Zimmer- an, President of the Reader's Digest ssociation (Canada) Ltd., at the annual eeting of the Canadian Rehabilitation ouncil for the Disabled, held in Toronto October.

The award, in the form of a framed rtificate and a cheque for $500, was cepted on behalf of the agency by its esident, Mrs. John S. Corbett. Also esent were Mrs. Rose Sedlezky, Execu- ve Director of the Agency, and Miss icole Hicken, Co-ordinator of Special ervices for the Handicapped, Expo 67.

"Recreation for the Handicapped Inc." the first agency of its kind in Canada. was begun as a pilot project of the Iontreal Council of Social Agencies, nd it has been a trail-blazer in offering creational services and facilities for the sabled. Until then, recreation for the ndicapped had been thought of as part the therapy routine. But this organ- ation realized that the disabled needed creation as much as the able-bodied. onsequently it has worked to provide reater opportunity for disabled persons participate in community recreational tivities, and has helped to organize ograms to suit the needs and inclinations the disabled in the community.

The organization, acting for the Re- abilitation Council for the Disabled and her agencies across Canada, planned nd organized a separate section of the anadian Symposium on Recreation, eld in Montreal in June, to consider the bject, "Recreation for the Handicapped

Vocational Rehabilitation Branch
Department of Manpower
and Immigration

—Whose Responsibility?" Through careful planning, selection of speakers, and workshop sessions, recreational directors and personnel from community centres across Canada were given a broader understanding of the recreational needs of disabled persons, and of the ways in which they could extend their services to them. The agency, working in close co-operation with the Special Services for the Handicapped Division of Expo 67, provided the disabled in Canada and elsewhere with an opportunity to visit and enjoy the World's Fair.

Recreation for the Handicapped Inc. played an important part in the production of the booklet, "Your Pocket Counsellor to Expo 67," which was widely distributed across Canada and abroad, so that thousands of handicapped, disabled, aged or infirm people were told how they could get to Expo and what they could see there.

The C. Douglas Taylor Award

The C. Douglas Taylor Award, the highest award that the Rehabilitation Council can give to an individual, was presented to Hon. L. C. Currie, Chief Justice of the Province of Nova Scotia.

Mr. Justice Currie has given long years of service to the disabled in Nova Scotia and throughout Canada. He has voluntarily given his time, energy and advice in an endeavour to provide better treatment, counselling, training, and educational services for handicapped adults and children.

From 1954 to 1956 he was the national president of the Canadian Foundation for Poliomyelitis and Rehabilitation (now merged nationally with Easter Seal agencies to form the Rehabilitation Council). Although he has recently been appointed head of the Supreme Court of his Province, the Chief Justice has not reduced in any way his interest or his service. In the past month, he has accepted the presidency of the Nova Scotia Chapter of the Rehabilitation Council, the agency in that Province that serves both crippled children through Easter Seals and handicapped adults through the March of Dimes.

Special Centennial Award

In recognition of the many excellent special services for the handicapped provided at Expo 67, and in appreciation of the thoughtfulness and concern that led to their planning, the Canadian Rehabilitation Council for the Disabled made a special award to the Canadian Corporation for the 1967 World Exhibition.

In asking Miss Nicole Hicken to present the award to Expo Commissioner Pierre Dupuy, the President of the Council, R. Bruce Grey, said that the board of directors wished to express the thanks of the disabled in Canada and around the world for the care and concern shown to the handicapped. This is the first time that a world's fair, exhibition, or similar international event, has considered the handicapped from the outset.

"We are proud that this precedent was established in Canada," said Mr. Grey. He also asked Miss Hicken to convey the appreciation of the handicapped, and all who work on their behalf, to those at Expo whose care, concern and humanity in planning made it possible for the aged, the blind and the disabled to be there.

Committee for an Area

Labour-Management
Consultation Branch

The difficulties facing a young labour-management committee in a factory or service industry are real enough. But when a committee must represent not one place but a geographical area, the difficulties can be compounded.

The Plumbing Industry Labour-Management Committee in Edmonton looks after 60 contractors and 1,500 union members. Its domain is the northern half of Alberta.

The committee itself comprises three members each from the Canadian Plumbing and Mechanical Contractors Association (Alberta Branch), and Local 488, United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (AFL-CIO/CLC).

Now in its second year, the committee grew out of a situation in which the "collective" had been driven out of collective bargaining. Since then, however, it has made definite headway, complementing the return of normal bargaining practices. But its membership fully realizes that the major task is still ahead.

James McBride, President of Industrial Power Installations Ltd., who started the committee rolling in March 1966, sums up accomplishments to date: "The six who make up the committee have arrived at a basis of trust and understanding."

The job now is to transfer that "trust and understanding" to the contractors and unionists. "Neither union nor management really believes we're for real. What we have to do now is to get them to believe in the committee," Mr. McBride said.

As another committee member, union Business Agent H. G. Stevenson, puts it: "The committee hasn't got through to the membership yet. We're looking for ways to spread trust."

Association chairman Clifford Williams, who is President of Williams Plumbing and Heating Ltd., and a former union official, believes that the committee has accomplished phase one of its program, in that it's "off the ground now." Phase two is the spreading of the committee's good will throughout the industry.

In 1965, an agreement was signed ending four and a half years of disorder, a time of autonomous union locals and of separate deals between companies and employees that undermined the cohesion of the union. Mr. Williams endorsed the committee because "the fact of the (1965) agreement was not necessarily going to solve all that." The agreement alone would not heal the wounds inflicted in what they now refer to as "the dark ages."

"If we can convince our respective sides that they should bargain in good faith, we will have achieved something," says Mr. Williams. The next contract is due in 1969.

The committee concentrates at once-a-month meetings on interpreting the last agreement. Recently the committee came to a decision on a dispute, but the contractor involved chose to ignore it. Another difficulty that hinders progress of the committee is that some contractors in the industry don't belong to the contractors' association.

The committee expects to cut back grievances by strengthening lines of communication with unionists and contractors. At present it needs money to put out a newsletter explaining its achievements. "After all, we can't blame anyone for not being aware of the committee," says Mr. Williams. "It's going to take time to make it fully effective."

Mr. Williams believes that everyone would benefit if the committee was given more power "so that we could expect both sides to accept our unanimous decisions." This will hinge on whether a clause to this effect is inserted in the 1969 agreement. The committee also plans to step up its clause-by-clause search in the "gray areas" of the agreement for wording that is more effective and precise—the idea being to eliminate potential trouble spots and to ease future negotiations.

* * *

"Our meetings are not earthshaking,' comments Brian Cunningham, Manager Westeel-Rosco Ltd. at Saskatoon, Sask "We get together in a friendly way; no body is pushed around. The employees feel their problems are being looked at.'

A labour-management committee has been operating at the plant since 1957—though not always on a regular basis The 130 employees are members of Local 4235, United Steelworkers of America (AFL-CIO/CLC).

Mr. Cunningham's comment that the joint consultation committee focuses on employees' problems is enlarged on by a unionist on the Westeel committee. Says Sidney Piddlesden: "Before the committee was started, if one employee had a complaint, there was nothing done about it. They (management) figured 'he's the only one that complained about it.' Now since we've had the committee, the lone employee who has a problem gets attention."

Union Secretary Henry Ritchie comments: "The only other way you can communicate is by putting in grievances.' He adds that the committee has "no noticeable" influence on contract negotiations—"but we are closer with management."

As well as through labour-management meetings, a continual flow of information is maintained through "tool-box meetings." Every two weeks, all employees in the two departments, welding and sheet metal, gather with their supervisors to deal with day-to-day problems. These 10-minute meetings are used to bring out minor problems. Employees and their bosses talk literally "over the tool boxes," Common topics include housekeeping, safety, and suggestions for more efficient work methods.

Many of the questions that are not solved during a tool-box meeting are put on the agenda for the next labour-management meeting. Mr. Piddlesden says that "over a year, there are very few questions that are not attended to, or at least considered."

According to Mr. Cunningham, the meetings—tool-box and labour-management—help management measure the mood of the plant. "We can get an idea of undercurrents . . . an idea of the general morale," he says.

Adult Learning Capacity

Older Workers' Section
Department of Manpower
and Immigration

The International Management Seminar held by the Organization for Economic Co-operation and Development in London, England in the fall of 1964 concentrated on job redesign and occupational training for older workers. What follows is a brief summary of the occupational training aspects contained in the seminar's final report.

"On the whole, industrial experiences have shown a decline in the performance of older people on training courses, and it is generally recognized that special problems are involved in the training of older workers. Laboratory studies provide the necessary basic information about the ability of adults to learn. Such studies . . . have identified some of the difficulties older people experience in learning, and sought to investigate the reasons for the apparent loss of learning ability with increasing age. Once the reasons . . . are known, it should be possible to improve adult training programs."

The report discusses the learning process in some detail, and points out that learning is not a single process, but is in fact composed of three elements: registration, retention and recall. Older trainees may encounter difficulties at any stage because of declining capacity.

Registration is the process of receiving information through the senses, and understanding and assimilating it. Here it is important that the adult learner have time to assimilate the information and to integrate it with what he already knows. Retention is short-term memory and the more permanent registration. Older persons appear to have difficulty retaining more than one item at a time. Recall is the reproducing of what has been learned. Here research has shown that older persons can display practical knowledge which they cannot set out in words or writing. Other factors in the learning process are motivation, intelligence, and methods—and their effects are described in the report.

The main conclusion of laboratory studies on adult learning capacity is that, although older persons can be trained, the methods of training must be adapted to their capabilities. Motivational problems must first be overcome, and material presented at a speed that will allow assimilation. Most of the learning process phase should be limited to the practical, and theory held to essentials.

Adult Retraining in Industry

There are six main retraining areas in industry:

- training existing employees in new jobs or bringing them up to date in their own jobs;
- training new employees;
- training groups of workers who lose their jobs following industrial closures;
- special training schemes for older workers;
- training older people who have been unemployed for long periods of time; and
- training for re-entry into occupations previously held.

Companies may be reluctant to accept new employees over the age of 50 for training, but they often retrain their own middle-aged employees. Although many companies claim success, few keep comprehensive records that would allow evaluation of the relationship between age and success in retraining. Evidence from the United States shows that successful retraining depends on such factors as the length of formal schooling and the relationship of the new job to the old in terms of skill, status and income.

In many countries, it was found, older workers passed their retraining with a below-average grade, but with more training time, achieved the average. A number of companies found that the calibre of the trainee and his attitude were more important than his age.

The retraining of older workers following an industrial closure necessitated special training facilities, a state subsidy, and special training techniques. All of the foregoing factors are needed in retraining the long-term unemployed—together with guidance in re-motivation to assist them in recovering from the effects of unsuccessful job hunting.

Training of the older worker is also affected by his attitude toward change and training, and his lack of educational background. Fear of failure is perhaps the most serious problem he faces, but this may largely be overcome by counselling and a few days "reschooling" in classroom practices.

Although the London seminar was concerned with the problems of retraining older workers, stress was laid on the need for the provision of continuous training throughout one's working life. If people are to be prepared for the inevitable changes in their working lives, three questions must be considered: What are the basic educational requirements on which to build throughout life? What changes in training methods are necessary to suit trainees of different ages? What institutional developments are required to provide for continuous training?

Employment and Unemployment In October

Employment decreased by 74,000 to 7,437,000 between September and October 1967, but was 113,000 higher than a year earlier.

The labour force, at 7,691,000, was 39,000 lower than in September, and 172,000, or 2.3 per cent higher than a year earlier.

Unemployment increased by 35,000 during the month from 219,000 in September to 254,000 in October, and was 59,000 higher than in October, 1966.

Total unemployment in October represented 3.3 per cent of the labour force, compared with 2.6 per cent in October 1966, and 2.4 per cent in October 1965.

Employment

Employment, at 7,437,000, decreased by 74,000 from September to October.

In British Columbia, it was substantially higher than a year ago, in the Atlantic region and Ontario it was moderately higher, and in Quebec and the Prairies, there was little year-to-year change.

In non-farm industries, employment declined by 42,000 between September and October. Decreases of 33,000 and 18,000 occurred in construction and manufacturing, the reduction in manufacturing resulting, in part, from layoffs in the automotive and parts industries, following a major industrial dispute in the United States. The decrease of 32,000 in farm employment was about normal for the period.

Employment was higher than a year ago in community, business and personal service (73,000), agriculture (42,000), and trade (34,000). Manufacturing employment was 66,000 lower, and construction employment was down 29,000.

Unemployment

Unemployment, at 254,000, was 35,000 higher than in October 1966; the increase was mainly among men 25 years of age and over. Of the 254,000 unemployed, 190,000, or 75 per cent of the total, had been out of work for less than four months. Of the remainder, 35,000 had been unemployed four to six months, and 29,000 for seven months or more.

NOTE: The classification of labour market areas, and the summary table titled "Labour Market Conditions," are not included in this issue because the statistical basis for these tables is not comparable with a year ago. Beginning September 1, 1966, all registered applicants were asked to contact Canada Manpower Centres every 30 days — instead of the previously requested period of 14 days — to keep their registrations active. Another factor influencing the comparability of registered applicants is the extension of provisions, such as temporary layoffs, for exempting certain classes of unemployment insurance beneficiaries from registration.

Wage Schedules Prepared In September

During September, the Department of Labour prepared 277 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 264 contracts in these categories were awarded. In addition, 282 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Indian Affairs and Northern Development, Post Office, Public Works, and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in September for the manufacture of supplies and equipment were:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Construction (1951) Limited	1	$ 10,321.00
Defence Production	125	1,109,303.00
Post Office	9	327,500.20
Royal Canadian Mounted Police	23	510,250.16

During September, the sum of $9,281.10 was collected from 16 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 230 workers concerned.

200 technical assistance specialists sought by ILO

About 200 specialists in the field c technical assistance are being sought b the International Labour Organizatio for work in 50 countries.

The ILO's large technical co-operatio program needs specialists in the fields c economics and statistics, manpower or ganization, vocational training, manage ment development, small industry develop ment, social security, occupational safet and health, workers' education, labour la and labour relations, labour administra tion, and co-operative and rural institu tions development.

The length of appointments varies fro three to 12 months. Candidates must b at least 35 years old, possess a satisfacto knowledge of English, French or Spanish and have excellent health.

Salaries range from $10,000 to $20,00 a year and are accompanied by a wid variety of benefits.

Applications for employment may b obtained by writing to: The Directo Canada Branch, International Labou Office, 106½ Rideau Street, Ottawa 2.

U.S. federal employees unio marks 50th anniversary

The National Federation of Federa Employees in the United States marke their 50th year as a public service unio with a banquet sponsored by the Distric of Columbia Federation in Washingto last September.

In 1917, when the Federation wa founded, 63 per cent of the officers an employees of the executive civil servic were covered by civil service rules. Now 50 years later, nearly 90 per cent ar covered. Union membership has grow about one third since 1961 to a total c more than 1,000,000. About 90 per cen of postal employees and about 22 per cen of other federal employees have exclusiv representation.

Some of the specific gains cited by th NFFE are:

- better communication and under standing between management an employees;
- concrete improvements in such area as safety practices, work scheduling control of sick leave abuse, an general working conditions;
- better handling of employee griev ances—fairer procedures and mor thoughtful decisions; and
- the maintenance of reasonably har monious relations, with a growin conviction that "the public interes is paramount."

Certification and Other Proceedings before the Canada Labour Relations Board

Employee Representation Branch

The Canada Labour Relations Board et for three days during October. It anted eight applications for certification, jected four, ordered one representation te, and granted one application for the vocation of a previous certification. uring the month, the Board received ne applications for certification and rmitted the withdrawal of five such plications.

plications for Certification Granted

1. International Longshoremen's Association on behalf of a unit of employees gaged in the loading and unloading of ips and in the receiving and delivering freight at the Port of Montreal, employed by Clarke Steamship Company mited, Montreal, Que. (L.G., Dec. 1967, 752).

2. International Longshoremen's Association, Local 1930, on behalf of a unit of ain elevator employees of Three Rivers evators Ltd., Trois-Rivières, Que. (L.G., pt. 1967, p. 581).

3. Transport Drivers', Warehousemen d Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffurs, Warehousemen and Helpers of merica on behalf of a unit of drivers mployed in the carriage of mail by ederal Delivery Inc., Ste-Foy, Que. (L.G., ov. 1967, p. 698).

4. Transport Drivers', Warehousemen d Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffurs, Warehousemen and Helpers of merica on behalf of a unit of mail truck ivers employed by H. O. Grenier, St-scal, Que. (L.G., Nov. 1967, p. 698).

5. General Truck Drivers' Union, Local 938, International Brotherhood of amsters, Chauffeurs, Warehousemen d Helpers of America on behalf of a it of warehouse and shop employees mployed at the Toronto terminal of Midland Superior Express Limited, Calgary, Alta. (L.G., Dec. 1967, p. 753).

6. United Brotherhood of Carpenters and Joiners of America, Lumber and Sawmill Workers, Local 3012, on behalf of a unit of employees of Restigouche Log Driving and Boom Company, Campbellton, N.B. (L.G., Dec. 1967, p. 753).

7. General Truck Drivers' and Helpers' Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers and other employees employed in the North Vancouver branch of Security Storage (Division of Motorways Van Lines Ltd.) Winnipeg, Man. (L.G., Dec. 1967, p. 753).

8. United Steelworkers of America, Local 6536, on behalf of a unit of employees of Arctic Mining and Exploration Limited (N.P.L.), Vancouver, B.C., employed in the company's operation near Carcross, Y.T. (L.G., Dec. 1967, p. 753).

Applications for Certification Rejected

1. Grand International Brotherhood of Locomotive Engineers, applicant, Canadian National Railways, Montreal, Que., respondent, and Brotherhood of Locomotive Firemen and Enginemen, intervener (L.G., June 1967, p. 363) (Reasons for Judgment published in L.G. Supplement No. 8, 1967).

2. International Association of Machinists and Aerospace Workers, applicant, and Bristol Aerospace Limited, Winnipeg, Man., respondent (L.G., June 1967, p. 364). The application was rejected because the Board found the employees affected were not engaged in an undertaking that is subject to the Act.

3. Cartage and Miscellaneous Employees' Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, J. E. Fortin Transport Inc., Blackpool, Que., respondent, and Robert Fortin, *et al.*, interveners. The application was rejected because it was not supported by a majority of employees affected in the representation vote conducted by the Board (L.G., Dec. 1967, p. 752).

4. International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Lodge 359, applicant, and Yukon Welding, Whitehorse, Y.T., respondent (L.G., Dec. 1967, p. 753). The application was rejected because it was premature under Sec. 7(4) of the Act.

Representation Vote Ordered

General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Kraus Transport Limited, Toronto, Ont., respondent (L.G., Nov. 1967, p. 698), and Ronald H. Brown, *et al.*, interveners. The Board directed that only the name of the applicant appear on the ballot (Returning Officer: H. A. Fisher).

Application for Revocation Granted

Kenneth Eiswerth, *et al.*, applicants, Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent, and Continental Trucking Ltd., Saskatoon, Sask., respondent (L.G., Dec. 1967, p. 753). The application was for the revocation of the Board's order of July 26, 1966, certifying the respondent union as bar-

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

gaining agent for a unit of employees classified as truck driver, mechanic, and truck driver/salesman.

Applications for Certification Received

1. General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of truck maintenance employees of Smith Transport (U.S.) Ltd., Scarboro, Ont. (Investigating Officer: H. A. Fisher).

2. Chauffeurs, Teamsters and Helpers, Local Union 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of McKee Moving & Storage Co. Limited, Saskatoon, Sask. (Investigating Officer: A. E. Koppel).

3. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 141, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers and other employees employed by Pettapiece Cartage Limited, Leamington, Ont. (Investigating Officer: H. A. Fisher).

4. General Truck Drivers' Union, Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of Canadian employees of the Buffalo and Fort Erie Public Bridge Authority, Buffalo, N.Y. (Investigating Officer: H. A. Fisher).

5. International Union of Operating Engineers, Local 115, on behalf of a unit of heavy equipment operators employe in the Yukon Territory by Fownes Con struction Co. Ltd., North Vancouve B.C. (Investigating Officer: C. M. Gi mour).

6. Teamsters, Chauffeurs, Warehouse men and Helpers, Local 91, Internationa Brotherhood of Teamsters, Chauffeurs Warehousemen and Helpers of Americ on behalf of a unit of employees of Eame Daye Transport Ltd., Cornwall, Ont (Investigating Officer: J. Coallier).

7. General Drivers, Warehousemen an Helpers, Local 979, and Chauffeurs Teamsters and Helpers, Local 395, In ternational Brotherhood of Teamsters Chauffeurs, Warehousemen and Helper of America on behalf of a unit of driver and warehouse and garage employees c Empire Freightways Limited, St. Vita Man. (Investigating Officer: A. E. Koppel

8. Transport Drivers', Warehousemen and Helpers' Union, Local 106, Interna tional Brotherhood of Teamsters, Chau feurs, Warehousemen and Helpers c America, on behalf of a unit of driver and other employees of J. M. F. Transpo Ltd., Valcourt, Que. (Investigating Of ficer: R. L. Fournier).

9. Tunnel and Rock Workers' Loca Union No. 168, Labourers' Internationa Union of North America on behalf c a unit of employees of Haste Min Development Limited, Vancouver, B.C employed in the N.W.T. (Investigatin Officer: C. M. Gilmour).

Applications for Certification Withdrawn

1. *Association Internationale des De bardeurs, Local 1846-B* (Internationa Longshoremen's Association), applican and Somavrac Inc., Trois-Rivières, Que respondent (L.G., Feb. 1967, p. 128).

2. Asbestos Workers' Union, Loca 1612, CLC, applicant, and Outfitters In corporated Limited, Corner Brook, Nfld respondent (L.G., Nov. 1967, p. 698).

3. Teamsters, Chauffeurs, Warehouse men and Helpers, Local 141, Interna tional Brotherhood of Teamsters, Chau feurs, Warehousemen and Helpers c America, applicant, A & H. Expres Lines (Canada) Limited, London, Ont respondent, and Harold E. Culver, *et al* interveners (L.G., Dec. 1967, p. 753).

4. Canadian Brotherhood of Railway Transport and General Workers, appli cant, West Coast Air Services Limite Vancouver Airport, B.C., respondent John L. Ross, *et al.*, E. S. Keniston T. E. Moore and H. L. Jamieson, in terveners (L.G., Dec. 1967, p. 753).

5. Transport Drivers', Warehousemen and Helpers' Union, Local 106, Interna tional Brotherhood of Teamsters, Chau feurs, Warehousemen and Helpers c America, applicant, and *J. M. Ferlan Transport Ltée*, Valcourt, Que., respond ent (L.G., Dec. 1967, p. 753).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Enployee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning: the certification of bargaining agents; the writing of provisions — for incorporation into collective agreements — that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: 1. Certification and Other Proceedings Before the Canada Labour Relations Board; and 2. Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Atlantic Provinces. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation and Arbitration Branch

During October, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. Northland Navigation Co. Ltd., and Northland Shipping (1962) Co. Ltd., Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: D. S. Wysoe).

2. Canadian Pacific Air Lines Limited, Vancouver, B.C., and Local 28, Hotel and Restaurant Employees' and Bartenders' International Union (Conciliation Officer: C. M. Gilmour).

3. Anvil Mining Corporation, Whitehorse, Y.T., and Local 1051, United Steelworkers of America (Conciliation Officer: C. M. Gilmour).

4. NordAir Limited, Montreal, Que., and Canadian Air Line Dispatchers' Association (Conciliation Officer: C. E. Poirier).

5. Monarch Transport Limited, Edmonton, Alta., and Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: C. M. Gilmour).

6. Boyd's Express Ltd., Lachute, Que., and Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: G. Rolland Doucet).

7. Canadian Broadcasting Corporation and Canadian Wire Service Guild, Local 213, American Newspaper Guild (Conciliation Officer: J. S. Gunn).

8. Aero Caterers Ltd., Halifax International Airport, and Local 927, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. T. Cochrane).

Settlements by Conciliation Officers

1. Canadian Arsenals Limited, Toronto, Ont., and Canadian Union of Operating Engineers (Conciliation Officer: T. B. McRae) (L.G., Dec. 1967, p. 754).

2. National Harbours Board, Port of Montreal, and National Harbours Board Police Brotherhood (Conciliation Officer: C. E. Poirier) (L.G., Nov. 1967, p. 698).

3. Canadian Broadcasting Corporation, Montreal, Que., and *Le Syndicat Général du Cinéma et de la Télévision* (Conciliation Officer: R. L. Fournier) (L.G., Oct. 1967, p. 644).

4. Eastern Canada Flour Mills Ltd., Montreal, Que., and *Le Syndicat National des Employés des Minoteries Phénix (CSN)* (Conciliation Officer: C. E. Poirier) (L.G., Oct. 1967, p. 644).

5. Western Ontario Broadcasting Company Limited, Windsor, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae) (L.G., Oct. 1967, p. 644).

Conciliation Board Appointed

Hudson Bay Mining and Smelting Co. Limited, Flin Flon, Man., and the Association of Flin Flon Trade Unions (L.G., Oct. 1967, p. 644).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in September to deal with a dispute between Blue Peter Steamships Limited, St. John's, Nfld., and Canadian Merchant Service Guild (L.G., Dec. 1967, p. 754) was fully constituted in October with the appointment of R. G. Hattenhauer, St. John's, as Chairman. Mr. Hattenhauer was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Francis J. Ryan, Q.C., St. John's, and union nominee Charles Moulton, Halifax.

2. The Board of Conciliation and Investigation established in August to deal with a dispute between Canadian National Hotels Limited (Bessborough Hotel, Saskatoon, Sask.) and Canadian Brotherhood of Railway, Transport and General Workers (L.G., Nov. 1967, p. 699) was fully constituted in October with the appointment of His Honour Judge E. N. Hughes, Saskatoon, as Chairman. Judge Hughes was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee R. H. McKercher, Saskatoon, and union nominee Art Coulter, Winnipeg.

Board Reports Received*

1. E.M.I.-Cossor Electronics Limited, St. John's, Nfld., and National Association of Broadcast Employees and Technicians (L.G., Nov. 1967, p. 699).

2. Bristol Aviation Services, Montreal International Airport, and Lodge 869, International Association of Machinists and Aerospace Workers (L.G., Nov. 1967, p. 699).

Settlements after Board Procedure

1. Bristol Aviation Services, Montreal International Airport, and Lodge 869, International Association of Machinists and Aerospace Workers (see above.)

2. Hudson Bay Mining and Smelting Co., Limited, Flin Flon, Man., and United Steelworkers of America (L.G., Dec. 1967, p. 754).

Dispute Lapsed

Radio Iberville Ltée, Ville Jacques Cartier, Quebec, and *Syndicat General de la Radio, CSN* (CHRS) (L.G., Sept. 1967, p. 589).

Strike Action

1. E.M.I.-Cossor Electronics Limited, St. John's, Nfld., and National Association of Broadcast Employees and Technicians (see above.)

2. Cargill Grain Company Limited, Baie Comeau, Que., and National Syndicate of Employees of Cargill Grain Company Limited (CNTU) (L. G., Dec. 1967, p. 754).

Settlement After Strike Action

Consolidated Aviation Fueling of Toronto Limited, and Lodge 717, International Association of Machinists and Aerospace Workers (L.G., Dec. 1967, p. 754).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

*Full texts published in L.G. supplement No. 8, 1967.

Legal Decisions Affecting Labour

The Supreme Court of Canada has upheld the power of the Quebec Labour Relations Board to dissolve trade unions dominated by employers.

The Quebec Superior Court has upheld a decision of the Quebec Labour Relations Board in an inter-union process signed contrary to the provisions of the Quebec Labour Code.

Legislation Branch

On October 3, 1967 the Supreme Court of Canada, in a unanimous decision, dismissed an appeal from the courts below, and upheld the constitutional validity of the provisions of the Quebec labour legislation granting to the Labour Relations Board the judicial power to dissolve an association that is dominated either by employers or by employees, pursuant to Sec. 20 and 50 of the former Quebec Labour Relations Act as replaced by Sec. 11 and 132 of the Quebec Labour Code.

Circumstances of Dispute

The circumstances of the dispute, as related by Mr. Justice Abbott in his reasons for judgment, were as follows:

In March 1962, the Quebec Federation of Labour applied to the Quebec Labour Relations Board asking that certain trade unions be dissolved, pursuant to Sec. 50 of the Labour Relations Act, on the grounds that they had become dominated by the employers, contrary to the provisions of Sec. 20 of the same Act. Some of these trade unions had been incorporated under the Professional Syndicates Act, R.S.Q. 1941, c. 162. Others appeared to be unincorporated unions of the class contemplated by Sec. 2 (d) of the Labour Relations Act.

On February 19, 1964, shortly before the hearing by the Board of the application in question, the unions concerned applied to the Superior Court for a writ of prohibition asking that Sec. 50 of the Labour Relations Act be declared *ultra vires* the Quebec Legislature, on the grounds that it purported to confer upon the Board, powers that are exercisable only by a court, the members of which are appointed pursuant to Sec. 96 of the BNA Act.

On February 25, 1964 the Board opposed the granting of the writ of prohibition on the grounds that an application for such a writ was unfounded in law. The Superior Court had maintained the Board's inscription-in-law and dismissed the unions' petition for a writ of prohibition to prevent the Board from exercising jurisdiction accorded it under Sec. 50 of the Labour Relations Act. The judgment of the Superior Court was confirmed by a majority judgment of the Court of Queen's Bench, dated May 14, 1965. The latter judgment was appealed to the Supreme Court of Canada.

Power of Dissolution

The only question before the Supreme Court was whether Sec. 50 of the Labour Relations Act was invalid because it conferred upon the Board judicial power to dissolve an association that could be exercised only by a Superior, District or County Court within the meaning of Sec. 96 of the BNA Act.

Sec. 20 and 50 of the Labour Relations Act read as follows:

> 20. No employer, nor person acting for an employer or an association of employers, shall in any manner seek to dominate or hinder the formation or the activities of any association of employees.
>
> No association of employees, nor person acting on behalf of any such association, shall belong to an association of employers or seek to dominate or hinder the formation or the activities of any such association.
>
> 50. If it be proved to the Board that an association has participated in an offence against Section 20, the Board may, without prejudice to any other penalty, decree the dissolution of such association after giving it an opportunity to be heard and to produce any evidence tending to exculpate it.
>
> In the case of a Professional Syndicate, an authentic copy of the decision shall be transmitted to the Provincial Secretary who shall give notice thereof in the Quebec Official Gazette.

These two sections have been replaced by Sec. 11 and 132 of the new Quebec

bour Code, which came into force on ptember 1, 1964. The texts are subntially the same.

n dealing with the issue before the urt, Mr. Justice Abbott noted that bour Relations Act and the Profesnal Syndicates Act are included in a up of statutes enacted by the Quebec gislature which, generally speaking, have common purpose, to ensure industrial ace and to establish and protect the ht of employers and employees to ociate and to bargain collectively, which tters are clearly within the legislative mpetence of the Province.

Mr. Justice Abbott added further that, administer and enforce the provisions these labour laws, the Legislature has ated a special tribunal — the Labour lations Board. Other provinces had up similar Boards and, since the cision of the Judicial Committee of the ivy Council in the *Labour Relations ard of Saskatchewan v. John East Iron orks*, 1948, A.C. 135, it is well estabhed that such tribunals may exercise dicial functions as well as purely adnistrative ones.

ssolving Incorporated Associations

The issue before the Court was further rrowed to the question of whether the ard, in ordering the dissolution of an sociation that has been given corporate tus under the Professional Syndicates t, was exercising a jurisdiction that longs exclusively to a Court constituted der Sec. 96 of the BNA Act.

Mr. Justice Abbott noted that, under e Professional Syndicates Act, groups employers and employees may form sociations or professional syndicates, ch groups having as their object "the udy, defence and promotion of the onomic, social and moral interests of eir members." The Provincial Secretary empowered, at his discretion, upon mpliance with the requirements of the tute, to grant corporate status to such sociations. The powers of such bodies, wever, are limited, and they are subject the control and supervision of the ovincial Secretary. Mr. Justice Abbott essed that the corporate status and ated privileges are conferred by the ovincial Secretary, primarily for the rpose of promoting employer and emoyee agreements by the process of llective bargaining.

Mr. Justice Abbott held that collective rgaining becomes meaningless if either the parties to that process is dominated the other. For that reason, in his view, e Legislature enacted the prohibition ntained in Sec. 20 and provided in c. 50 that, in case of a breach of c. 20, in addition to any other penalty, e Board may order the dissolution of e offending association.

Mr. Justice Abbott held that the power given to the Board under Sec. 50 is a limited and discretionary power. This power is purely incidental to the accomplishment of one of the primary purposes for which the association was granted corporate status—namely, the maintenance of industrial peace. In Mr. Justice Abbott's view, there is no valid analogy between that power of dissolution and the general power to dissolve corporations conferred upon the Superior Court under Art. 978 and following and 1007 and following of the Code of Civil Procedure. These articles, which are substantially the same as those contained in the first Code of Civil Procedure adopted in 1867, operate in the broad area of termination of corporate status, at the request of the Attorney General, on grounds of usurpation of corporate rights, or fraud and mistake in obtaining letters patent. These articles of the Code of Civil Procedure do not contemplate any such matters as a violation of the provisions of the Labour Relations Act.

Powers of the Board Upheld

In conclusion, Mr. Justice Abbott held that Sec. 50 of the Labour Relations Act did not confer upon the Board judicial powers that could be exercised only by a Superior, District or County Court within the meaning of Sec. 96 of the BNA Act.

Appeal Dismissed

The Supreme Court of Canada dismissed the appeal of the unions concerned and upheld the constitutional validity of the provisions of legislation granting the Board the power to dissolve associations whose formation or activities are dominated or hindered by the employers or employees. *Lucien Tremblay et al. and Quebec Labour Relations Board v. Fédération des Travailleurs du Québec et al.*, The Supreme Court of Canada, October 3, 1967, 67CLLC, para. 14,052.

QUEBEC SUPERIOR COURT

On July 27, 1966 the Quebec Superior Court dismissed an application for certiorari to quash a decision of the Quebec Labour Relations Board in the case of an inter-union process. The Court held that the Board did not exceed its jurisdiction by the fact that its decision was signed by a vice-chairman and two members representing employers and employees respectively.

The Court ruled that although the signature of the members representing employers and employees was contrary to the provisions of the Labour Code, this fact was a defect of form admissible under Sec. 134 of the Code and would not affect the validity of the decision.

On June 1, 1966 the Quebec Labour Relations Board revoked the certification as a bargaining agent issued on November 22, 1959 in favour of the Association of Employees of Vanity Brassiere Co. Ltd., and ordered a representation vote by secret ballot among the employees of the company. The association in question applied for a writ of certiorari to quash the Board's decision on the ground that the decision was rendered contrary to Sec. 103, 104, 105, 106, 107 and 108 of the Quebec Labour Code.

Inter-Union Process

Sections of the Labour Code referred to in the case at bar read as follows:

103. The sittings of the Board shall be presided over by the chairman or one of the vice-chairmen.

The members representing the employers and those representing the employees shall sit thereon in equal numbers.

104. Several sittings may be held simultaneously.

The chairman or, in his absence, the first vice-chairman, shall designate the members for each sitting and may change such designation at any time.

105. Three, comprising the chairman or a vice-chairman and two other members, shall constitute a quorum of the Board.

106. The decisions of the Board shall be taken by a majority of votes of the members present.

107. When the chairman and one or more vice-chairmen sit at the same time, a vice-chairman participates in the deliberation but does not vote.

The foregoing provision shall not apply in the case of an inter-union process but in such case the members representing the employers and the employees shall not vote.

108. An inter-union process is a case in which associations of employees are opposed to one another.

Counsel for the applicant submitted that the case at bar dealt with an inter-union process, and that the decision of June 1, 1966 was illegal mainly because it was signed by one of the vice-chairmen, as well as by a member of the Board representing the employers and by another member representing the employees. Counsel argued that only one of the vice-chairmen of the Board should sign the decision because Sec. 107 of the Labour Code prohibits the vote by those members who represent the employers and the employees respectively.

Question of Quorum

Counsel for the association went even further and submitted that Sec. 105 of the Code requires three persons to constitute

a quorum of the Board, and considering that the members of the Board who represented employers and employees respectively could not vote, the Board in the case at bar should be composed of five persons—that is, the chairman and two vice-chairmen of the Board, or of three vice-chairmen of the Board, in addition to a member representing the employers and another member representing the employees. According to counsel of the applicant, a quorum of three provided in Sec. 105 means three persons who have the power to vote; this contention was based on the decision of the Court of Queen's Bench in *Quebec Labour Relations Board v. J. Pascal Hardware Company Limited and the Retail Clerks' Union, Local 486*, (1965) B.R. 791.

On the other hand, counsel for the Board and for the company submitted that, under Sec. 107, if the chairman and two vice-chairmen sit at the same time, two vice-chairmen cannot vote; and in the case of inter-union process, only the chairman or one vice-chairman can vote. It was submitted further that, when the Board considered the matter, the association accepted the jurisdiction of the Board. Finally, counsel for the Board and for the company noted that the applicant did not claim any prejudice by the fact that the decision of June 1, 1966 was signed by three persons instead of one.

Meaning of "Quorum"

First of all, the Court considered the question, What is a quorum? Larousse defines "quorum" as a number of members of an assembly to be present in order to deliberate validly. Littré* defines "quorum" as a latin word used by English people to designate the number of persons sufficient to deliberate. Larousse defines the term "to deliberate" as "to study a question with other persons." This, in the opinion of the Court, does not necessarily mean that all these persons constituting a "quorum" should have the power to make decisions.

Consequently, it would appear that when Sec. 105 of the Code provides for a quorum of three persons, this does not necessarily mean that all these persons should vote or decide. In the opinion of the Court, the intention of the legislator in enacting Sec. 105 was that a panel of the Board should be composed of three persons; but the legislator did not add that those three persons, besides being present for deliberation with the chairman (or one of the vice-chairman) in order to discuss with him and perhaps inform him regarding certain aspects of the problem, should all three decide or sign a decision—that is, to express officially their opinion regarding the question submitted to the Board.

Meaning of Section 107

Furthermore, the Court added, Sec. 107 of the Labour Code provides in the first paragraph that, when the chairman and one or more vice-chairmen sit at the same time, a vice-chairman participates in the deliberations but does not vote. Then, it seems logical to conclude that, in the case of inter-union process, it is enough for a decision to be signed by the chairman or one of the vice-chairmen.

Furthermore, pursuant to the first paragraph of Sec. 107, it is possible for the chairman of the Board to designate, under Sec. 104, as members of a panel, the chairman, a vice-chairman, a member of the board representing the employers, and a member representing the workers. In such a case, when there is an inter-union process, it seems obvious that neither vice-chairman nor the other two members being able to vote, the decision should be signed by the chairman only; if, on the other hand, the panel is composed of three vice-chairmen and two members, the case still being an inter-union process, it is sufficient that the decision be signed by one of the vice-chairmen.

The Court added that, in the case of an inter-union process, the legislator wished the chairman or the vice-chairman or the vice-chairmen who sit with two members of the Board to profit by the opinions of the two members; but as the latter can only take part in deliberations without power to vote, it is sufficient that the decision in an inter-union process be signed by the chairman or one of the vice-chairmen.

In the opinion of the Court, this appears to be the only reasonable interpretation of the second paragraph of Sec. 107, particularly in consideration of Sec. 103, 104, 105, 106 and 108.

The Court added that, in enacting the above-mentioned sections, it would appear that the legislator did not intend that, regarding inter-union disputes, which are very numerous in the Province, the decision in each case should be rendered by at least three vice-chairmen or by the chairman and two vice-chairmen. The Court noted that under Sec. 100 of the Labour Code, the Labour Relations Board is composed of a chairman, five vice-chairmen and eight other members, four of whom represent the employers and four the employees.

If eight members were eliminated, the Board would have at its disposal only the chairman and five vice-chairmen to decide all inter-union disputes in the Province. Consequently, if it were necessary that each decision in an inter-union process be signed by the chairman and two vice-chairmen, or by three vice-chairmen, such a situation could paralyze or impede seriously the work of the Board.

The applicant association claimed that Sec. 105 requires that, in every case of inter-union process, the panel of the Board should be composed of five persons—namely, the chairman, two vice-chairmen and two members, or three vice-chairmen and two members. The Court rejected this interpretation and held that, in the case of inter-union process, the second paragraph of Sec. 107 allows the Board to sit, as was done in the case at bar, with one vice-chairman and two members, and that it is sufficient in such a case that the decision be signed either by the chairman or one of the vice-chairmen; in other words, one signature is enough provided that it is the signature of the chairman or one of the vice-chairmen.

Irregularity of Procedure

Finally, the Court considered the contention that the decision of the Board of June 1, 1966 be declared void because it was signed by two members who had no right to sign. Regarding this contention, the Court noted that Sec. 134 of the Labour Code reads as follows: "No proceeding under this Code shall be deemed invalid or dismissed by reason of any defect of form or irregularity of procedure."

The Court held it sufficient that the decision in question was signed by the vice-chairman, and that two other members should not sign it. This fact, however, in the opinion of the Court, did not make the decision null and void because these two additional signatures could be considered as a defect of form or a procedural irregularity covered by Sec. 134 of the Labour Code.

The Court held that the applicant association could not seriously claim to have suffered any prejudice, because the decision of the Board was unanimous as the vote of two members was taken into consideration.

Decision of the Board Valid

In conclusion, the Court held that the Board did not exceed its jurisdiction in rendering its decision of June 1, 1966, that the unnecessary signatures of the two members could only be considered as a defect of form that did not constitute an excess of jurisdiction; and that the decision did not cause any prejudice to the applicant association. Consequently the Court dismissed the application for certiorari and upheld the decision of the Board.

L'Association des Employés de Vanity Brassière Co. Ltd. v. La Commission des Relations de Travail du Québec et Autres et Vanity Brassière Co. Ltd. et Autres (1967) R.J.C.S. No. 5 and 6, p. 382.

*Dictionnaire de la langue française (1877), p. 1434.

ugust Claimants For Benefits eported Lower Than Total in July

Claimants for unemployment insurance nefit on August 31, 1967 numbered 7,100, which is some 20,000 fewer than total of 246,300 for July 31, 1967, but proximately 40,000 more than the total 187,200 for August 31, 1966.

The percentage of males and females ming on claim during the month of ugust, as indicated by the number of imants registered as on continuous im for from one to four weeks at the d of the month, remained on each of ese three dates at 66 per cent for men d 33 per cent for women. Persons who re on claim one to four weeks made up slightly smaller proportion of the total mber of claimants on August 31, (41 r cent) than on July 31, (46 per cent). uring July, this claimant group norm- y reflects layoffs that are associated with nual holiday and plant shutdowns.

itial and Renewal Claims

A total of 92,500 initial and renewal ims was filed during August at local fices across Canada, compared with 2,100 during July and 83,600 during ugust 1966.

Renewal claims accounted for more an 75 per cent of the decrease since July d of the increase over the total for ugust 1966.

eneficiaries and Benefit Payments

The average weekly number of bene- iaries during August was estimated to be 138,200, compared with 180,000 during July and 100,200 during August 1966. Benefit payments during August totalled $16.8 million, compared with $17.7 million during July and $11.8 million during August 1966. The average weekly payment was $24.38 during August, $24.64 during July, and $23.60 during August 1966.

Unemployment Insurance
Pensions and Manpower Section
Dominion Bureau of Statistics

Provincial Data

All provinces except Nova Scotia, Alberta, and British Columbia reported decreases in the monthly total of claimants since July. Numerically, the major portion of the decrease occurred in Ontario and in Quebec. This was partially offset by a substantial increase in British Columbia. The number of males who were on claim for from one to four weeks on August 31 in British Columbia increased from 6,000 on July 31 to 10,000 on August 31.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Summary Table

Activity	August 1967	July 1967	August 1966	Cumulative Data: Jan. to August	Cumulative Data: 12 months ending August
		(in thousands)			
sured population as at month-end	—	4,902	4,577	—	—
itial and renewal claims filed					
Total	93	102	84	1,155†	1,719
Initial	64	66	63	854†	1,274
Renewal	29	36	21	302†	445
aimants currently reporting to local offices	227	246	187	390*	346*
neficiaries (weekly average)	138	180	100	311*	257*
eeks compensated	691	720	501	10,785	13,310
nefit paid	$16,849	$17,743	$11,821	$274,913	$336,228
verage weekly benefit	$24.38	$24.64	$23.60	$25.49	$25.26

*Monthly average.
†Discrepancy between totals and subtotals is due to rounding.

Technological forecasting aids innovation planning

Technological forecasting is now regarded as an indispensable management tool for planning rapid innovation by a growing number of advanced large-scale industrial firms. In general, they report striking successes, and today long-range strategic thinking—for 10 years ahead and beyond—is rapidly gaining ground in industry and government.

These views are among the main findings of a new survey titled "Technological Forecasting in Perspective." The survey is based not only on visits to industry, but also to military administrations and research institutes in 13 countries. It was made between 1965 and 1966, under the direction of Dr. Erich Jantsch, a management consultant for the Organization for Economic Co-operation and Development.

The survey was part of the OECD's research on technological trends related to economic and social growth in the 21 member countries. Technological forecasting is still in the experimental stage, and the OECD plans to hold a conference early next year to broaden the study of this field. Dr. Jantsch's survey will serve as the basis for discussion. The survey is available in Canada from the Queen's Printer, price $8.70.

Challenges to bargaining

A collection of essays, titled *Challenges to Collective Bargaining*, has been published by the American Assembly under the editorial supervision of Lloyd Ulman, Professor of Economics and Director of the Institute of Industrial Relations, University of California (Berkeley).

Nine essays were prepared for the Thirtieth American Assembly, which met in October 1966. They were intended to support discussion at regional assembly sessions and to evoke consideration by the general public.

In this collection of essays, a group of outstanding authorities on labour relations in the United States considers the problems that adjustment to new social, economic, and technological conditions presents to unions and management, as well as to the public. Although the experts express confidence in the ability of collective bargaining to adapt itself to new tasks and problems, they also urge labour to demonstrate that it has "enough imagination to develop equitable and democratic instruments for guarding against strike emergencies without waiting for technology to make all strikes obsolete."

Cases Nos. 79 to 82

Canadian Railway Office of Arbitration Releases Decisions in Four Disputes

Four separate disputes, concerning holiday pay, a claim for 100 miles at through freight rates, meals during a temporary transfer, and the discipline given to an engineer for failing to obey instructions prior to a derailment, were heard by the Canadian Railway Office of Arbitration at hearings in Montreal on October 16, 1967.

The arbitrator disallowed the four claims. Summaries of the four cases, Nos. 79, 80, 81 and 82, follow:

CASE No. 79

Dispute between the Algoma Central Railway and the Brotherhood of Railroad Trainmen over claims submitted by three conductors and a brakeman concerning holiday pay.

One conductor had been assigned to a through freight train that normally worked 20 days a month, but, because of a strike by non-operating employees, worked only 12 days. He claimed mileage earned on the last trip before the strike started.

The second conductor claimed mileage on an assigned passenger train that normally worked 17 days a month, but, because of the strike, was reduced to 13 days. He also claimed mileage earned before the start of the strike. The third conductor, who had been working on an assigned yard job that normally required 21 days a month, worked 14 days owing to the strike. He claimed eight hours at yard rates.

On the basis of the General Holiday Agreement, the company refused to pay the three claims.

The fourth man involved in the dispute was a brakeman who worked on assigned through freight. He qualified for general holiday pay, and claimed mileage earned on the last trip before the strike. In accordance with the company's understanding of the General Holiday Agreement, this claim was reduced, and the employee was given compensation for 186 miles at through freight rates.

The company said that the strike by the non-ops prevented the three conductors from having the required 15 days of service in the 30 days preceding the holiday. The brotherhood, conversely, based their justification for the conductors' claims solely on an article of the agreement that states:

> Where there is a question regarding the time or mileage to be paid for, any portion not in dispute will be allowed, and the employee advised within 30 calendar days from the date of receipt of ticket regarding the portion which is not allowed, together with reason why not allowed, otherwise such claim will be paid. In cases where all time or mileage claimed on any time return is disallowed, such time return will be within thirty calendar days returned to the employee through the proper Officer of the Railway — otherwise such claim will be paid.

The brotherhood contended that the company had not notified the employees within the 30-day time limit. The same article applied to the brakeman, they said, with the added factor that, because he qualified for holiday pay, he should have been paid for mileage from his home depot to the junction and return.

The company admitted that it had failed to notify the employees that they would not be paid until after the 30-day time limit had expired. It said that the brakeman had worked on the last train out of the depot prior to the strike and, because of the time element, had returned to the depot without tying up at the junction. The company contended that he was only entitled to mileage from the junction to his home depot, but that he had claimed the total miles earned as statutory pay.

The company referred to another section that states: "In order to qualify for pay on any of the holidays . . . an employee should have completed 30 days of continuous employee relationship. . . ." This section, it said, precluded the validity of the employees' claim.

The arbitrator thought that it was important to emphasize that the three conductors and the brakeman did not work on the holiday in question. He underscored the opening words of the section relied on by the brotherhood, which states: "Where there is a question regarding the time or mileage to be paid for. . . ." He said that there was nothing in these words to indicate that holiday pay is extended to those not required to work.

The arbitrator said that the parties had clearly provided a qualifying factor that an employee must work "15 shifts or tours of duty during the 30 calendar days immediately preceding the general holiday" before he can receive holiday pay. On this basis, the three conductors' claims were invalid.

On the same basis, this finding also applied to the brakeman. As far as his claim for return mileage was concerned, the question to be determined was whether the return trip made by the claimant came within the term "last tour of duty." The arbitrator thought it was significant that the brakeman was not on turnaround service. The distance between the depot and the junction was approximately 163 miles and, according to another article of the agreement, trainmen cannot be called for turnaround service when the distance from the terminal to the turnaround point exceeds 100 miles.

The crew operating on the brakeman's train left their home depot at 11.30 p.m. and finished the run at 7.40 a.m. The strike was scheduled for 12 noon. A company bulletin stated that all train and yard assignments were cancelled on completion of that day's tour of duty. There was no doubt that the brakeman left the junction at 9.10 a.m. and arrived at 4.00 p.m. He was paid for that trip on the basis of 186 miles at through freight rates.

The arbitrator was satisfied that the trip represented the brakeman's last tour of duty prior to the holiday. He therefore disallowed this claim.

CASE No. 80

Dispute between Algoma Central Railway and the Brotherhood of Railroad Trainmen concerning the claim of a brakeman for 100 miles at through freight rates, October 10, 1966.

A brakeman was assigned to a work train that operated during October 1966. The assignment was cancelled for Thanksgiving Day, and the employee did not work that day. The claimant qualified for general holiday pay, as required under the general holiday agreement, and was paid holiday pay on the basis of his last tour of duty, which amounted to 196 miles at

ough freight rates. In addition to the eral holiday payment received, he med guarantee payment in the amount 00 miles at through freight rates.

ayment of the guarantee claim was lined, and the brotherhood alleged an article of the collective agreement thereby violated by the company. article says that regularly assigned freight, wreck, work, and construc- trainmen, who are ready for service the entire month, and who do not lay of their own accord, will be guaranteed less than 100 miles, or 8 hours, for h calendar working day, exclusive of rtime (this to include legal holidays). guarantee is predicated on the men's ng ready for service for the entire month, for the portion of the month that the gnment is in effect.

he brotherhood, quoting from an cle of the general holidays agreement, soned that, because the article men- ed yardmen only as being unable to eive duplicate payment as a result of minimum pay guarantee, it was in- ded that statutory holiday pay should be applicable in making up the daily monthly guarantees to other employees. he company maintained that this stion had been decided by the arbi- tor in Case No. 65 (L.G., July 1967, 22) concerning the CNR and the BRT. was stated that the general holidays eement had been copied from the CNR eement, insofar as it was applicable to company. The company argued that re was nothing in the collective agree- nt that prevented the use of general iday pay to make up the guarantee scribed above. Further, it argued that article specifically excludes overtime d overtime alone, and that if holiday y is not to be applied to the guarantee work trainmen, either the work-train arantee rule or the general holidays eement would have specifically made h an exception. The company quoted er provisions in the collective agree- nt that made specific reference to such eptions.

n Case No. 65, the *ratio decideni* (rea- s for judgment) was that, if a contract pen to two interpretations, and one in- pretation involves pyramiding and the er interpretation does not involve pyra- ding, a board of arbitration, in the ab- ce of specific wording in the contract, uld accept the interpretation that does provide for the additional penalty pay- nt by reason of pyramiding overtime. In lition, the principle of *expressio unius exclusio alterius* (the express mention of thing implies the exclusion of another) ghed in the result.

n this matter, the arbitrator said, it is in that the article of the collective eement excludes one type of payment y — namely, overtime, from applying to the guarantee described in it. The arbitrator believed it to be the governing provision for this determination, because it was the base upon which the claim was made. It was, therefore, in that provision that justification for this claim would have to be found. The arbitrator found that nothing in its wording indicated the intent of the parties that holiday pay, as provided in the general holidays agreement, is to be excluded in computing the guarantee.

For these reasons, the claim was dismissed.

CASE No. 81

Dispute between the Canadian Pacific Railway Company (Pacific Region) and the Brotherhood of Maintenance of Way Employees over an assistant extra gang foreman's claim for meals during the time he was temporarily transferred to another division.

An assistant extra gang foreman and his gang were temporarily transferred, along with a boarding outfit, to another division for a 30-day period. The foreman subsequently submitted a claim for meals amounting to $95, but the claim was denied.

The clause of the wage agreement on which he had based his claim reads: "Employees taken off their assigned territory . . . to work temporarily . . . shall be compensated for boarding and lodging expenses. . . ."

The brotherhood contended that an employee's "assigned territory" is the place in which he is regularly assigned to work. It said that this is also called his "seniority territory," according to the Revised Seniority Rules. Employees that are taken off their assigned territory to work outside their seniority territory, it claimed, should be compensated for living expenses.

The company contended that the words "assigned territory" referred only to those employees who did not have boarding car accommodation. It quoted another clause that states: "Employees called to work outside of their regular working limits . . . shall be supplied with boarding cars or given an opportunity to procure meals when necessary and practicable. . . ."

The arbitrator said that, because the foreman had boarding car accommodation during the period in question, there had been no violation of the man's rights, and the claim was disallowed.

CASE No. 82

Dispute between Canadian Pacific Railway Company (Pacific Region) and the Brotherhood of Locomotive Engineers (*ex parte*) concerning the conduct of investigation and resulting discipline assessed an engineer for violation of special instructions that were issued after a derailment.

The brotherhood contended that the discipline that was assessed an engineer for allegedly violating special instruction should be removed, and that the engineer should be reimbursed for all pay lost, including the difference between road and yard service. The company declined to pay on the basis that the investigation was properly conducted. In addition, the company maintained that, because of untimeliness, this matter was not arbitrable.

At the opening of the hearing, the company made a preliminary objection to the jurisdiction of the arbitrator to consider the merits because of the failure of the claimant to bring himself within the requirements of the memorandum of agreement covering the Canadian Railway Office of Arbitration. The agreement reads:

> No dispute may be referred to the arbitrator until it has first been processed through the last step of the grievance procedure provided for in the applicable collective agreement. Failing final disposition under the said procedure, a request for arbitration may be made, but only in the manner and with the period provided for that purpose in the applicable collective agreement, within the period of 60 days from the date decision was rendered in the last step of the grievance procedure.

It was not disputed that the general manager of the company was requested by the brotherhood to remove the discipline assessed against the record of the engineer, and to compensate him for all time lost.

In reply, the general manager, who is said to be the highest officer designated by the company to handle grievances, stated that the request to have the engineer restored to full road rights and to be reimbursed for earnings lost as a road engineer was declined.

The brotherhood wrote to the general manager, stating, in part, that it was collecting further information with a view to taking this case before the Canadian Railway Office of Arbitration for consideration. The general manager replied that he could not agree to the request to submit the dispute to the Canadian Railway Office of Arbitration, nor to the request to restore to the engineer full road rights and to reimburse him for earnings lost. He added that in accordance with the memorandum of agreement, it was necessary that the brotherhood forward a request for arbitration within 60 days from the date of his previous letter, which it had not done.

From these facts, the arbitrator said, it was clear that the requirement for a request for arbitration was not fulfilled.

The statement contained in the brotherhood's second letter contained no request for arbitration, but said that an investigation was being conducted. Whether or not it would be requested remained in doubt, the arbitrator decided.

He stressed that, although some doubt existed at the time, a definite disallowance of a claim is received according to whether or not it will be necessary to proceed to arbitration. To safeguard the right to do so, it is necessary to make a definite statement of intention to do so, he added. If further information is obtained, which points to the undesirabili of proceeding, the claim may be wit drawn.

For the reasons outlined in Arbitrati Cases 36 (L.G. 1966, p. 390) and (L.G., June 1967, p. 377), as well as t foregoing, this claim was disallowed.

Decision of the Umpire Under the Unemployment Insurance Act

CUB 2714

The claimant applied for benefit on December 5, 1966 and registered for employment as a "carpenter-painter." He had last worked as a carpenter from November 29 to December 2, and he gave as the reason for being out of work that he had voluntarily left his job because he found it "too cold" out of doors. He said that he usually worked indoors at that time of the year.

Before that he had worked as a carpenter with two other employers—with one from November 1 to 9, and with another from November 15 to 25. He was laid off by the last mentioned employer because of "lack of work."

On December 13, the insurance officer disqualified the claimant from December 4, 1966 to January 14, 1967, on the ground that he had voluntarily left his employment on December 2 "without just cause" within the meaning of Sec. 60 (1) of the Act.

The claimant appealed to the board of referees, saying that he had left work as a carpenter because he had always been a painter by trade, and because he had always been used to working inside from about October 1. He also said that he had left carpentry work because "it was too cold and too complicated and I couldn't understand what they were telling me to do. . . ."

The board of referees heard the case on January 31, 1967 and decided unanimously that, in the absence of evidence indicating that working conditions were "so gross and severe as to leave claimant no alternative than to separate from his employment," he had voluntarily left his employment without just cause within the meaning of the Act.

In asking the board for leave to appeal to the umpire, the claimant said that he had been disqualified for six weeks for leaving carpentry work, and that he considered he ought not to have been disqualified, because he had been a painter all his life and because, having only Grade 5 education, he found it hard to understand what he was required to do as a carpenter.

He also pointed out that he could have applied for benefit from November 10, after leaving his employment on November 9 because of the cold. Instead of that, he had tried to find suitable work.

The claimant was given leave to appeal to the umpire on the plea that the board of referees had "expected too much of the claimant in requiring him to show either severe working conditions or his employer's dissatisfaction with the performance of his work."

Considerations and Conclusions

The umpire said that, in the absence of proof that the employer had at any time expressed dissatisfaction with the way the claimant had done his work, "his alleged lack of qualifications as a carpenter cannot be retained as a good reason for quitting his employment." But he said that there was merit in the claimant's contention that he was a painter by trade and was "used to working indoors" at that time of year, and that he found work out of doors "too cold."

The umpire said that he agreed with the conclusion of the board of referees that the claimant had not shown just cause for leaving his employment, but only to the extent that his disqualification was justified. There were "strong extenuating circumstances," however, which, although they did not constitute "just cause," ought to be taken into account in deciding the length of the disqualification period. These included, for example, the claimant's effort to obtain work in another occupation during the period of unemployment in his own trade.

Consequently the umpire disallowed the claimant's appeal, but reduced the period of disqualification to one week.

1967: Pros and Cons

Continued from page 5

rejoicing in the field of legislative progres The housing situation, which has beenr Canadian problem for so many year became even more critical. The year hi provided new evidence that the least hi been done for those with the greatest nee The Canadian Labour Congress has pla ned nation-wide activities during the con ing months in an effort to make a co tribution toward the crying need f low-cost housing.

At the same time, we are deeply co cerned about indications that there ma be still further delays in the long-overdu introduction of a national medica program. We find the federal Governme practically inviting the provinces refrain from participating in the progra that has been so firmly promised to t Canadian people.

Even in the briefest review of 1967, is impossible to ignore the internation situation. The year has been marked b an even further widening of the econom disparities between the "have" and th "have not" countries, and thus an increa in the continuing threat to the develo ment of understanding and the maint nance of peace. The year was one which we witnessed new outbreaks open conflict and a failure to end suc tragedies as the war in Vietnam. Th threat, not only to peace, but to the ver existence of mankind, has continue Certainly, in the year ahead, we must a devote ourselves with renewed energ toward the relief of these tensions.

To forecast our prospects for 1968 is hazardous undertaking. Despite the ser ousness of many situations now co fronting us, however, we should be ab to look to the years ahead with son confidence. Ours is a country still rich natural and human resources. We hav a population that has demonstrated i creasing skill and ability to meet the nee of a modern industrialized society, and remarkably high percentage of youn people who are just now preparing make their contribution.

The efficient use of these and oth resources, in a manner designed to bri the greatest benefits to the greate number, can assure Canada of a tru bright future.

ublications Received in the Department of Labour Library

List No. 226

he publications listed below are not for sale by the Depart-
nt of Labour. Persons wishing to purchase them should
nmunicate with the publishers. Publications listed may be
rowed by making application to the Librarian, Department
Labour, Ottawa. Students must apply through the library
their institution. Applications for loans should give the
nber (numeral) of the publication desired and the month
vhich it was listed in the LABOUR GAZETTE.

ident Prevention

he following 13 Bulletins were prepared by the U.S. Bureau
abor Standards and published by the Government Printing
ce in Washington in 1967.

1. *Accident Investigations and Records*. Pp. 28.

2. *Fire and Explosion Prevention and Protection*. Pp. 74.

3. *Handling Materials Safely*. Pp. 52.

4. *Housekeeping for Safety*. Pp. 17.

5. *Illumination for Safety*. Pp. 11.

6. *Planning Layout and Arrangement for Safety*. Pp. 24.

7. *Preventive Maintenance for Safety*. Pp. 20.

8. *Promoting Worker Interest in Safety*. Pp. 12.

9. *Responsibility for Safety*. Pp. 22.

0. *Safe Working Surfaces*. Pp. 32.

1. *Safety Inspection Procedures*. Pp. 42.

2. *Safety Organization*. Pp. 32.

3. *Use of Color for Safety*. Pp. 27.

nual Reports

4. BRITISH COLUMBIA. WORKMEN'S COMPENSA-
ON BOARD. *Fiftieth Annual Report, Year ended December
1966*. Vancouver, 1967. Pp. 60.

5. CANADIAN TAX FOUNDATION. *Twenty-first An-
l Report for the Year ending December 31st, 1966*. Toronto,
7. Pp. 19.

6. GREAT BRITAIN. TREASURY. *Preliminary Esti-
tes of National Income and Balance of Payments, 1961 to
6*. London, HMSO, 1967. Pp. 22.

7. MANITOBA. WORKMEN'S COMPENSATION
ARD. *Report for 1966*. Winnipeg, 1967. Pp. 16.

8. MANITOBA. WORKMEN'S COMPENSATION
ARD. *Statistical Analysis of Accidents reported during the
r 1966*. Winnipeg, 1967. 1 vol.

19. UNITED NATIONS. ECONOMIC COMMISSION FOR LATIN AMERICA. *Economic Survey of Latin America, 1965*. New York, United Nations, 1967. Pp. 404.

Report consists of three parts: Latin America as a whole; The recent economic situation in selected countries; Evolution of the main economic sectors.

20. U.S. OFFICE OF LABOR-MANAGEMENT AND WELFARE-PENSION REPORTS. *Summary of Operations, Labor-Management Reporting and Disclosure Act, 1966*. Washington, GPO, 1967. Pp. 68.

21. U.S. PRESIDENT. *Manpower Report of the President and a Report on Manpower Requirements, Resources, Utilization, and Training, by the United States Department of Labor transmitted to the Congress, April 1967*. Washington, GPO, 1967. Pp. 285.

Canadian Tax Foundation

22. CANADIAN TAX FOUNDATION. *The Allocation of Taxing Power under the Canadian Constitution*, by Gerard V. LaForest. Toronto, 1967. Pp. 185.

Partial contents: The Federal power of taxation. Provincial taxing power. The meaning of direct taxation. The territoriality of provincial taxation. The raising of provincial revenue by licences. Relation of Provincial taxing and licensing powers to Federal matters and the Judiciary. Express constitutional limitations on taxing power.

23. CANADIAN TAX FOUNDATION. *Provincial Finances*. [3d ed.] Toronto, c1967. Pp. 227.

Contents: The Provincial Governments in the economy. Provincial budgets, 1967-68. Comparative statistics of Provincial finance. Provincial finances, 1866-67. Sources of revenue — taxation. Non-taxation revenue. Municipal Government—organization and assistance. Education. Transportation. Health and hospitalization. Public welfare. Administration of justice. Industrial development. Natural resources and agriculture. Provincial profiles.

24. CANADIAN TAX FOUNDATION. *Report of Proceedings of the 19th Tax Conference . . .* Toronto, April 24-25-26 1967. Toronto, 1967. Pp. 524.

Contains 81 papers reviewing various aspects of the Carter Royal Commission on Taxation.

Collective Bargaining

25. CANADA. DEPARTMENT OF LABOUR. COLLECTIVE BARGAINING DIVISION. *Forty-two Provisions in Major Collective Agreements covering Employees in Canadian Manufacturing Industries, 1967*. Ottawa, 1967. Pp. 23.

26. CANADA. DEPARTMENT OF LABOUR. COLLECTIVE BARGAINING DIVISION. *Twenty-five Provisions*

in Major Collective Agreements covering Employees in Canadian Manufacturing Industries, 1966. Ottawa, 1967. Pp. 30.

27. MOSKOW, MICHAEL HAROLD. *Teachers and Unions; the Applicability of Collective Bargaining to Public Education.* Philadelphia, University of Pennsylvania, Wharton School of Finance and Commerce, Industrial Research Unit, 1966. Pp. 288.

This study is concerned with collective bargaining by public school teachers at the elementary or secondary school level, and at the local school district level.

28. NOVA SCOTIA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH DIVISION. *Collective Agreement Survey in the Building Trades of the Construction Industry.* Halifax, 1967. Pp. 19.

29. ROBERTS, BENJAMIN CHARLES. *Collective Bargaining in African Countries,* by B. C. Roberts and L. Greyfié de Bellecombe. London, Macmillan; New York, St. Martin's Press, 1967. Pp. xviii, 158.

At head of title: International Institute for Labour Studies.

"In this study [the authors] are concerned primarily with the extent to which in African countries south of the Sahara, excluding South Africa, the terms and conditions of employment are regulated by collective agreements."

30. WARNER, KENNETH OREN, ed. *Collective Bargaining in the Public Service: Theory and Practice.* Chicago, Public Personnel Association, 1967. Pp. 200.

"The fifteen papers in this book were presented at a Seminar sponsored by the Public Personnel Association in Scarborough, Ontario, Canada, August 21-25, 1966."

Partial contents: The framework for collective bargaining in the Public Service [by] Thomas J. Plunkett. The framework for collective bargaining in the Public Service: the Canadian experience [by] Roch Bolduc. The U.S. experience in collective bargaining in the public employment [by] Arvid Anderson. Collective bargaining in private industry: the lessons for public administration [by] John J. Carson. Union or association objectives: a labor viewpoint [by] S. A. Little. Negotiating the collective agreement [by] Donald G. Pyle. Interpreting and implementing the collective agreement [by] C. L. McLeod. Discipline and discharge under collective bargaining [by] Frances Bairstow. When Bargaining fails [by] Jacob Finkelman. Preparing and presenting a case for arbitration [by] H. W. Arthurs. Impact of collective bargaining on public administration [by] Frank P. Zeidler. Critical issues in collective bargaining in the Canadian Federal Service [by] George F. Davidson. Collective bargaining: before and after its implementation [by] Donald J. Collins.

Conferences

31. CANADIAN BAR ASSOCIATION. *Papers presented at the Annual Meeting, 1966, Winnipeg, Manitoba.* Don Mills, Ont., CCH Canadian Limited, 1967. Pp. 278.

"Consolidated index to papers presented at annual meetings of the Canadian Bar Association, 1954-1966": p. 269-278.

Contains papers on administrative law, air law, commercial law, comparative law, constitutional and international law, labour relations, maritime law, municipal law, and, wills and trusts.

32. CONFERENCE ON CONSUMER CREDIT, UNIVERSITY OF SASKATCHEWAN, 1966. *Consumer Credit in Canada; Proceedings,* edited by Jacob S. Ziegel and R. E. Olley. Saskatoon, University of Saskatchewan, 1966. Pp. 189.

At head of title: University of Saskatchewan.

Conference held May 2 and 3, 1966. Partial contents: The economic significance of consumer credit. The social meaning and implications of consumer credit. The sources of consumer credit. The legal regulation of consumer credit. Problems in the consumer credit field and their solution. The disclosure controversy. The regulation of finance charges.

33. INTERNATIONAL SYMPOSIUM ON COMPARATIVE LAW. 4th, OTTAWA, 1966. *Proceedings.* Ottawa, Editions de l'Université d'Ottawa; University of Ottawa Press, 1967. Pp. 232.

Text partly in French, partly in English.

Title in French: *Travaux du quatrième Colloque international de droit comparé . . . .*

Symposium held September 5 to 7, 1966 under the patronage of the Canadian and Foreign Law Research Centre, Faculty of Law of the University of Ottawa, and the Canadian Association of Comparative Law.

Three topics were discussed at the Symposium: Privileged communications in the law of evidence; the doctrine of *Mens Rea;* and, The right to strike. The right to strike is considered in Canada's common law provinces, in Quebec, and in France, concluding with a general discussion.

Economic Conditions

34. HICKS, JOHN RICHARD. *After the Boom; Thoughts on the 1966 Economic Crisis.* London, Institute of Economic Affairs, 1966. Pp. 23.

The author is Professor Emeritus of Political Economy at Oxford University.

35. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *The 1967 Economic Report of the President; Hearings before the Joint Economic Committee, Congress of the United States, Ninetieth Congress, First Session.* Washington, GPO, 1967. 5 parts.

Employment Management

36. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Personnel Administration; Changing Scope and Organization,* by Allen R. Janger. New York, 1966. Pp. 140.

Based on a survey of 249 companies this study reports on the changes in concept and structure that personnel administration has undergone during the years since the end of World War II.

37. SIDNEY, ELIZABETH. *The Skills of Interviewing* [by] Elizabeth Sidney and Margaret Brown. With a foreword by Alec Rodger. London, Tavistock Publications, 1967. Pp. 396.

Examines the techniques of interviewing, illustrated with case studies.

Incentive Plans

38. MARRIOTT, REGINALD. *Incentive Payment Systems: a Review of Research and Opinion.* [2d rev. ed.] London, Staples Press [1961, c1957]. Pp. 291.

Partial contents: Types and classification of incentive payment systems. Advantages and disadvantages of incentive payment systems. The setting of time or work standards. The complexity of incentive payment systems. Effectiveness of incentive payment systems. Failures and restriction of output. The total situation and its relation to financial incentives.

39. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Incentives for Salesmen; a Symposium.* New York, 1965. Pp. 128.

Contents: Motivation and incentives. Elements of a sound sales incentive compensation plan. Factors affecting the plan. Noncash incentives. Representative incentive compensation plans.

ustrial Relations

0. GREAT BRITAIN. COURT OF INQUIRY INTO RTAIN MATTERS CONCERNING THE SHIPPING DUSTRY. *Final Report*. London, HMSO, 1967. Pp. 127.
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he Court of Inquiry looked into matters dealing with ustrial relations and working conditions affecting British men.

1. KNEE, ROBERT C. *Days of Our Years with Labor*. ncinnati, W. H. Anderson Co., 1966. Pp. xiv, 160.
A brief survey of American labour legislation. Includes a mber of collective bargaining contract clauses.

2. RESEARCH CONFERENCE ON INDUSTRIAL RE-TIONS AND ECONOMIC DEVELOPMENT, GENEVA, 6. *Industrial Relations and Economic Development*, edited Arthur M. Ross. London, Published for the International titute for Labour Studies [by] Macmillan, 1966. Pp. xxxv, 3].
"This volume consists mainly of the papers presented to and cussed at the Research Conference . . . organized under the spices of the International Institute for Labour Studies and d at Geneva from August 24 to September 4, 1966."
The following four topics were considered at this conference:) The role of the state in industrial relations, including the estion of strikes and lock-outs and relations between ions and political parties in developing countries. (2) Sources d functions of union leadership in developing countries, luding the financing of unions. (3) The distribution of cision-making power in wage determination as between our, management and the state; the role of collective rgaining, legislation and other processes in executing an comes policy. (4) Participation of interest groups in the mulation of economic plans."

ternational Labour Conference

3. INTERNATIONAL LABOUR OFFICE. *The International Labour Organization and Technical Co-operation (including the Role of the I.L.O. in the Industrialization of Developing Countries)*. Eighth item on the agenda. Geneva, 1967. ols.
At head of title: Report 8 (1)-(2). International Labour nference, 51st session, Geneva, 1967.
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4. INTERNATIONAL LABOUR OFFICE. *Revision of nventions nos. 35, 36, 37, 38, 39, and 40 concerning Old-Age, alidity and Survivors' Pensions*. Fourth item on the agenda. neva, 1966-1967. 2 vols.
At head of title: Report 4 (1)-(2). International Labour nference. 51st session, 1967.

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5. CANADIAN LABOUR CONGRESS. *Principles and licies of the Canadian Labour Congress*. Ottawa [n.d., 7 ?] Pp. 20.
Title in French: *Principes et politiques du Congrès du Travail Canada*.

6. UNITED STEELWORKERS OF AMERICA. *National licy Conference, May 17 and 18, 1967, Toronto, Ontario*. ronto, 1967. 1 vol. (various pagings).
Deals with the activities of the Canadian members of the on.

bour Supply

7. CANADA. DEPARTMENT OF MANPOWER AND IMMIGRATION. RESEARCH BRANCH. *Manpower Implications of Prospective Technological Changes in the Eastern Canadian Pulpwood Logging Industry*, by Duncan R. Campbell and Edward B. Power. Ottawa, Queen's Printer, 1966. Pp. 154.
"In this study, the authors attempt to estimate the direction of technological change in pulpwood logging, the rate at which changes will take place, and the occupational impact of the changes. In the final chapter, potential training needs, the pattern of labour displacement, and the potential sources of workers for training, are discussed."

48. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. SUBCOMMITTEE ON ECONOMIC STATISTICS. *Job Vacancy Statistics, Hearings, Eighty-ninth Congress, Second Session. May 17 and 18, 1966*. Washington, GPO, 1966. Pp. 215.

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49. NEW BRUNSWICK. DEPARTMENT OF LABOUR. *Some Dimensions of the Drop-out Problem in Apprenticeship Training*. Fredericton, 1967. Pp. 27.
An analysis of the reasons why some apprentices failed to complete their training, based on 149 questionnaires sent out by, and returned to, the New Brunswick Department of Labour.

50. SMIGEL, ERWIN ORSON, ed. *Work and Leisure; a Contemporary Social Problem*. New Haven, College and University Press, 1963. Pp. 208.
The ten articles in this book deal with changing concepts about work and leisure.

51. U.S. BUREAU OF LABOR STATISTICS. *Labor Digests on Countries in Africa*. Washington, GPO, 1966. 1 vol.
Contains information on labour conditions in 51 African countries.

52. U.S. DEPARTMENT OF LABOR. OFFICE OF MANPOWER POLICY, EVALUATION, AND RESEARCH. *Sheltered Workshops; a Pathway to Regular Employment*. Washington, GPO, 1967. Pp. 36.
Appendix B: "Experimental and demonstration projects utilizing workshop facilities under the Manpower Development and Training Act": p. 33-36.

53. VOICE OF AMERICA (RADIO PROGRAM). *The Vista of American Labor*. Edited by William Haber. Washington, 1966. Pp. 366.
"This series of lectures was broadcast originally by the Voice of America."
Some of the leading writers on American labour matters discuss the current labour scene.
Partial contents: Changing living standards of American labor [by] Ewan Clague. Income distribution of American labor [by] Robert J. Lampman. The reaction of American labor to technological change [by] Ralph Helstein. Unemployment in the United States [by] Charles C. Killingsworth. Forces affecting the growth of the American labor movement [by] Irving Bernstein. Unionization of white-collar workers [by] Everett M. Kassalow. The philosophy of American management toward labor [by] Neil W. Chamberlain. Wage policies of American unions [by] Harold M. Levinson.

Management

54. HERBERT, ALBAN REGINALD. *Introduction to Management*. [Toronto] Pitman [c1966] Pp. 408.
This is a textbook for high school students.

55. MOORE, FRANKLIN GIVEN. *Management, Organization and Practice*. New York, Harper & Row, 1964. Pp. xiii, 625.

Wages and Hours

56. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *The Pay and Conditions of Manual Workers in Local Authorities, the National Health Service, Gas and Water Supply, (Statistical Supplement).* London, HMSO, 1967. Pp. 96.

57. NEW BRUNSWICK. DEPARTMENT OF LABOUR. *Industrial Wage Survey, 1966.* Fredericton, 1967. 1 vol. (various pagings).

58. PALEKAR, SHREEKANT A. *Problems of Wage Policy for Economic Development, with Special Reference to India.* With a foreword by John T. Dunlop and Charles A. Myers. Bombay, Asia Publishing House, 1962. Pp. 343.

Contents: The dilemmas of wage policy. The empirical setting of wage policy. Trends of real wages in India, 1950-1955. Wage policy and capital formation. The employment aspect of wage policy. The problem of inflation. Present wage policy in India: some comments. An approach to wage policy for economic development.

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63. TRADES UNION CONGRESS. *Women Workers, 1966: Report of the 36th Annual Conference of Representatives of Trade Unions catering for Women Workers [Weymouth, April 29 and 30, 1966.* London, 1966 ?]. Pp. 70.

Miscellaneous

64. COFER, CHARLES NORVAL. *Motivation: Theory and Research* [by] C. N. Cofer [and] M. H. Appley. New York, Wiley, 1964. Pp. 958.

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66. MORGENSTERN, OSCAR. *On the Accuracy of Economic Observations.* 2d ed., completely rev. Princeton, N.J., Princeton University Press, 1963. Pp. xiv, 322.

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"The purpose of this study is to examine the different methods managements use in pricing transfers of materials and products between domestic divisions." Contents: Problems of interdivisional pricing. Transfer pricing based on cost. Transfer pricing based on market prices. Administration of transfer pricing.

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This report examines certain methods that might be used as a basis for local industrialization policy, and particularly the methods for determining the industries likely to be best suited to industrial depressed areas.

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70. INTERNATIONAL LABOUR ORGANIZATION. *International Standards and Guiding Principles, 1944-1964.* Geneva, International Labour Office, 1965. Pp. vii, [1], 196, 2.

Labour-management relations series, no. 24.

List of I.L.O. documents and selected articles in *International Labour Review* and in *Industry and Labour:* p. 155-196.

71. ROBSON, REGINALD ARTHUR HENRY. *Sociological Factors affecting Recruitment into the Nursing Profession.* Ottawa, Canada Royal Commission on Health Services, 1967. Pp. 244.

A study prepared for the Royal Commission on Health Services.

Insurance registrations and other UIC statistics

On August 31, insurance books or contribution cards had been issued to 4,724,992 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1967.

On the same date, registered employers numbered 396,513, a decrease of 86 since July 31, 1967.

During August, 11,490 investigations were conducted by enforcement officers across Canada. Of these, 9,025 were spot checks of claims to verify the fulfilment of statutory conditions, and 793 were miscellaneous investigations. The remaining 1,672 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 272 cases, 125 against employers and 147 against claimants.*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 527.*

*These do not necessarily relate to the investigations conducted during this period.

Revenue received by the Unemployment Insurance Fund in August totalled $45,026,391.03 compared with $31,929,763.26 in July and $36,046,963.82 in August 1966.

Benefits paid in August totalled $16,848,719.57 compared with $17,743,009.39 in July and $11,821,420.49 in August 1966.

The balance in the Fund on August 31 was $300,566,016.33. On July 31, it was $272,388,344.87 and on August 31, 1966 it was $203,173,824.15.

Current Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TAL CIVILIAN LABOUR FORCE*	October 14	7,691	− 0.5	+ 2.3
Employed	October 14	7,437	− 1.0	+ 1.5
Agriculture	October 14	603	− 5.0	+ 7.5
Non-agriculture	October 14	6,834	− 0.6	+ 1.0
Paid workers	October 14	6,318	− 0.8	+ 1.1
At work 35 hours or more	October 14	3,930	−37.1	− 2.8
At work less than 35 hours	October 14	3,203	+240.4	+ 6.1
Employed but not at work	October 14	304	− 6.8	+15.2
Unemployed	October 14	254	+16.0	+30.3
Atlantic	October 14	27	+12.5	− 3.6
Quebec	October 14	96	+14.3	+31.5
Ontario	October 14	72	+12.5	+44.0
Prairie	October 14	19	− 5.0	+18.8
Pacific	October 14	40	+48.1	+42.9
Without work and seeking work	October 14	232	+12.6	+26.1
On temporary layoff up to 30 days	October 14	22	+69.2	+100.0
DUSTRIAL EMPLOYMENT (1961 = 100)	July	125.5	+ 0.2	+ 1.3
Manufacturing employment (1961 = 100)	July	124.3	− 0.3	+ 0.2
MIGRATION	1st 9 Mos.	174,593	—	+20.8
Destined to the labour force	1st 9 Mos.	95,018	—	+27.8
RIKES AND LOCKOUTS				
Strikes and lockouts	October	70	−23.9	−25.5
No. of workers involved	October	24,725	−27.9	− 1.1
Duration in man days	October	326,850	−27.3	+67.1
RNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	July	$103.28	+ 0.3	+ 6.8
Average hourly earnings (mfg.)	July	$2.40	+ 0.4	+ 7.6
Average hours worked per week (mfg.)	July	40.2	− 1.0	− 1.0
Average weekly wages (mfg.)	July	$96.52	− 0.6	+ 6.7
Consumer price index (1949 = 100)	October	150.5	− 0.1	+ 3.6
Index numbers of weekly wages in 1961 dollars (1961 = 100)	July	111.0	− 1.1	+ 2.5
Total labour income (thousands of dollars)	July	2,726	− 0.6	+ 9.8
DUSTRIAL PRODUCTION				
Total (average 1949 = 100)	August	273.9	+ 5.0	+ 4.1
Manufacturing	August	243.2	+ 5.1	+ 2.6
Durables	August	235.5	+ 1.8	+ 3.2
Non-durables	August	249.8	+ 7.9	+ 2.2
W RESIDENTIAL CONSTRUCTION†				
Starts	September	13,479	+ 1.0	+33.0
Completions	September	10,684	− 0.4	+ 7.0
Under construction	September	84,477	+ 3.4	+21.3

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force* (Cat. No. 71-001), a monthly publication of the Dom- n Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force
B-1—Labour Income
C-1 to C-7—Employment, Hours and Earnings
D-1 to D-4—Manpower Division
E-1 to E-4—Unemployment Insurance
F-1 and F-2—Prices
G-1 to G-4—Strikes and Lockouts
H—Employment Fatalities

A—Labour Force

TABLE A-1—Regional Distribution, Week Ended October 14, 1967

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(in thousands)			
THE LABOUR FORCE	7,691	653	2,181	2,815	1,261	781
Men	5,305	457	1,524	1,910	886	528
Women	2,386	196	657	905	375	253
14-19 years	751	77	225	239	133	77
20-24 years	1,079	111	359	351	164	94
25-44 years	3,328	244	953	1,267	520	344
45-64 years	2,312	202	590	874	403	243
65 years and over	221	19	54	84	41	23
EMPLOYED	7,437	626	2,085	2,743	1,242	741
Men	5,117	435	1,450	1,859	872	501
Women	2,320	191	635	884	370	240
Agriculture	603	40	127	153	256	27
Non-agriculture	6,834	586	1,958	2,590	986	714
Paid workers	6,318	542	1,800	2,415	912	649
Men	4,219	370	1,230	1,598	590	431
Women	2,099	172	570	817	322	218
UNEMPLOYED	254	27	96	72	19	40
Men	188	22	74	51	14	27
Women	66	*	22	21	*	13
PERSONS NOT IN LABOUR FORCE	6,306	664	1,854	2,158	1,026	604
Men	1,633	195	466	543	269	160
Women	4,673	469	1,388	1,615	757	444

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

BLE A-2—Age, Sex and Marital Status, Week Ended October 14, 1967

	Total	14-19 Years All Persons	20-64 Years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
			(in thousands)				
PULATION 14 YEARS OF AGE AND OVER*	13,997	2,318	4,010	1,060	4,096	1,032	1,481
BOUR FORCE	7,691	751	3,859	865	1,267	728	221
Employed	7,437	690	3,767	814	1,245	706	215
Unemployed	254	61	92	51	22	22	**
T IN LABOUR FORCE	6,306	1,567	151	195	2,829	304	1,260
RTICIPATION RATE†							
1967—Oct. 14	54.9	32.4	96.2	81.6	30.9	70.5	14.9
Sept. 16	55.4	33.4	96.4	83.6	31.0	70.5	15.1
EMPLOYMENT RATE‡							
1967—Oct. 14	3.3	8.1	2.4	5.9	1.7	3.0	**
Sept. 16	2.8	7.5	1.8	4.7	1.4	3.3	**

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14 years of age and over.
‡The unemployed as a percentage of the labour force.
**Less than 10,000 unemployed.
SOURCE: Labour Force Survey, DBS.

BLE A-3—Unemployed, Week Ended October 14, 1967

	Oct. 1967	Sept. 1967	Oct. 1966
	(in thousands)		
TAL UNEMPLOYED	254	219	195
On temporary layoff up to 30 days	22	13	11
Without work and seeking work	232	206	184
SEEKING			
Full-time work	219	194	167
Part-time work	13	12	17
Under 1 month	91	76	73
1-3 months	77	73	60
4-6 months	35	29	24
More than 6 months	29	28	27

SOURCE: Labour Force Survey, DBS.

B—Labour Income

TABLE B-1—Estimates of Labour Income, by Industry

Year and Month	Mining	Manufacturing	Transportation, Storage and Communication‡	Forestry	Construction	Public Utilities	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals **
	Monthly Totals									
	(millions of dollars)									
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,203	29,328
1966—August	62.0	691.4	201.6	41.4	235.8	41.4	345.6	759.7	101.2	2,514.5
September	61.8	700.6	220.6	42.0	235.8	41.9	350.3	789.0	102.2	2,573.2
October	62.8	703.6	229.2	40.0	241.8	42.6	357.3	786.1	102.7	2,588.9
November	63.3	700.4	223.7	39.2	220.6	42.5	365.7	787.9	102.5	2,563.8
December	63.9	681.1	215.2	32.3	179.2	43.6	370.6	792.5	101.7	2,496.1
1967—January	64.5	683.5	224.2	33.0	190.3	42.8	354.6	791.0	108.1	2,505.4
February	65.4	689.0	220.0	34.0	184.2	43.1	354.6	799.3	108.2	2,511.0
March	66.4	697.0	230.4	29.9	187.6	43.7	360.3	817.5	108.8	2,546.3
April	64.6	700.7	226.5	28.4	198.4	44.1	366.4	828.0	109.4	2,584.0
May	64.6	701.1	226.0	28.0	201.2	44.2	366.9	830.7	109.4	2,589.6
June	69.8	722.7	241.7	37.3	223.4	46.0	382.5	879.4	111.5	2,742.0
July*	69.4	719.1	246.2	39.5	234.5	48.3	379.2	844.6	111.3	2,726.0
August†	69.8	731.5	245.0	37.1	237.7	48.5	377.7	855.5	111.8	2,749.3
	Seasonally Adjusted									
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,203	29,328
1966—August	61.4	682.0	194.2	35.5	203.0	40.0	346.8	775.6	100.7	2,461.0
September	62.6	686.5	214.9	34.4	203.4	41.1	349.2	774.1	100.8	2,489.1
October	62.4	693.2	225.3	32.8	208.5	42.1	353.1	778.4	101.6	2,519.5
November	63.3	696.6	222.2	33.3	209.2	42.5	356.2	787.2	101.6	2,534.0
December	64.8	695.4	222.0	35.8	212.6	44.1	359.1	796.4	101.9	2,553.9
1967—January	64.7	696.3	225.4	38.9	224.9	44.0	361.7	803.6	109.2	2,590.8
February	65.5	700.0	227.2	38.0	219.2	44.4	363.4	806.8	109.5	2,595.9
March	66.1	702.1	232.6	37.6	219.2	45.4	368.6	821.3	109.9	2,624.0
April	67.3	705.7	230.8	40.0	221.3	45.1	370.4	825.8	110.2	2,638.1
May	67.2	706.2	230.2	39.4	224.5	45.2	370.9	828.5	110.2	2,643.9
June	67.8	710.2	234.8	35.4	210.4	44.9	377.8	853.3	110.6	2,671.1
July*	68.6	719.2	236.6	33.4	207.0	46.8	379.2	864.0	111.1	2,688.4
August†	68.9	723.3	239.9	31.7	207.2	46.6	379.9	870.3	111.4	2,701.2

*Revised. †Preliminary.

‡Includes post office wages and salaries. **Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income*, (DBS Cat. No. 72-005).

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; July 1967, employers in the principal non-agricultural industries reported a total employment of 3,692,304. Table 3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

ABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite*‡			*Manufacturing*		
	Index Numbers (1961=100)			*Index Numbers (1961=100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
VERAGES						
1962	102.2	102.9	80.54	103.8	103.0	84.00
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965†	114.3	116.3	91.01	117.2	116.2	94.78
1966†	120.7	123.1	96.30	123.5	122.8	100.13
66—July	123.9	123.6	96.67	124.0	121.7	99.24
August	125.7	120.8	94.52	127.3	122.7	100.05
September	124.7	125.7	98.36	126.8	124.8	101.78
October	124.2	127.1	99.43	126.0	126.1	102.86
November	123.8	126.3	98.81	125.1	126.3	103.03
December	120.3	122.7	95.97	121.6	122.2	99.68
67—January	119.0	127.3	99.57	122.1	126.4	103.06
February	118.3	128.9	100.85	122.0	127.5	103.94
March	118.6	129.1	100.98	122.0	128.4	104.73
April	119.3	130.8	102.32	121.7	130.0	106.05
May	122.3	130.6	102.19	122.9	129.8	105.86
June*	125.3	131.6	102.96	124.7	130.7	106.60
July†	125.5	132.0	103.28	124.3	130.2	106.18

*Revised. †Preliminary.

‡Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, rance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries*, (DBS Cat. No. 72-002).

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	July 1967	June 1967	July 1966	July 1967	June 1967	July 1966
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	123.7	120.6	126.4	83.87	84.56	79.22
Newfoundland	129.5	124.8	143.2	90.07	90.38	84.44
Prince Edward Island	142.2	135.3	140.6	70.05	71.20	64.70
Nova Scotia	117.1	116.4	118.3	81.85	82.55	76.22
New Brunswick	126.1	121.7	124.1	83.51	84.43	80.35
Quebec	122.6	122.3	121.3	101.48	101.16	95.27
Ontario	125.7	126.7	123.7	106.55	106.07	99.46
Prairie Region	126.4	124.9	122.1	97.51	96.99	91.20
Manitoba	119.2	118.4	115.7	92.98	92.38	85.78
Saskatchewan	126.0	124.1	123.4	97.11	97.01	91.10
Alberta	132.6	130.7	127.0	101.14	100.53	95.48
British Columbia	134.8	132.6	133.8	115.69	115.35	108.48
CANADA	125.5	125.3	123.9	103.28	102.96	96.67
URBAN AREAS						
St. John's	142.6	140.7	149.3	80.21	80.58	77.97
Halifax	113.8	114.5	112.4	85.36	84.29	79.69
Sydney	94.7	98.7	100.7	85.63	95.74	81.52
Moncton	118.7	119.0	118.8	81.70	82.83	76.62
Saint John	111.4	111.7	106.3	84.81	85.41	79.30
Chicoutimi	114.8	114.2	117.1	122.38	123.06	116.48
Montreal	124.4	124.6	122.1	103.01	102.28	96.69
Quebec	119.3	118.7	117.6	87.10	86.93	83.08
Shawinigan	103.1	104.8	112.6	102.77	108.30	103.68
Sherbrooke	118.0	120.2	109.3	86.41	85.78	83.03
Trois-Rivières	116.1	119.8	122.8	94.63	95.89	90.48
Ottawa-Hull	125.4	125.7	120.6	97.06	96.13	90.11
Belleville	119.5	119.2	118.9	89.12	89.17	83.99
Brampton	198.4	247.6	208.2	106.55	104.03	96.63
Brantford	132.8	135.2	135.7	101.02	99.41	93.51
Fort William-Port Arthur	134.4	133.0	133.7	104.58	104.14	99.18
Guelph	137.3	139.0	132.5	96.57	96.50	88.81
Hamilton	121.7	119.8	125.7	111.10	109.67	103.61
Kingston	124.1	122.8	124.8	101.09	101.55	94.25
Kitchener	139.2	143.4	139.5	94.41	93.95	88.43
London	125.5	126.9	126.1	98.35	98.25	91.89
Niagara Falls	120.2	119.7	120.2	97.69	98.22	94.71
Oshawa	120.4	137.4	108.8	119.59	121.53	110.39
Peterborough	134.0	138.9	134.4	110.20	109.98	104.05
Sarnia	133.1	136.9	128.7	138.08	138.58	127.11
Sault Ste. Marie	126.5	124.9	126.9	119.66	118.96	116.33
Sudbury	113.5	112.2	46.5	122.44	118.17	100.60
St. Catharines	139.9	142.9	139.6	113.67	112.32	107.36
Timmins	86.2	87.1	103.1	94.71	93.74	101.85
Toronto	125.7	126.8	125.5	107.36	106.80	100.23
Welland	113.9	116.2	103.9	120.43	120.58	117.33
Windsor	146.9	150.1	142.2	116.40	116.27	111.24
Winnipeg	119.6	119.4	117.0	87.75	87.53	81.71
Regina	124.8	123.7	121.5	93.83	93.88	88.85
Saskatoon	147.1	144.2	131.5	92.21	91.29	84.62
Calgary	138.3	137.9	130.7	102.77	101.42	94.86
Edmonton	136.3	134.7	129.1	95.96	94.70	90.64
Vancouver	130.7	130.7	128.6	110.34	109.97	104.01
Victoria	128.6	126.5	126.9	99.44	98.58	92.36

*Latest figures subject to revision.

SOURCE: *Employment and Average Weekly Wages and Salaries*, (DBS Cat. No. 72-002).

ABLE C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing			Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Service (Commercial Sector)‡	Total Specified Industries
			Total	Non-durables	Durables						
					(in thousands)						
ANADA											
July 1967†	83.0	123.7	1,636.5	844.2	792.2	402.1	678.3	937.5	264.0	617.9	4,743.0
June 1967*	80.1	122.3	1,645.5	847.3	798.2	390.0	676.1	945.4	261.7	612.2	4,733.3
July 1966	89.6	113.7	1,630.9	842.6	788.3	429.0	668.7	917.0	248.4	580.2	4,677.4
WFOUNDLAND											
July 1967†	3.3	6.0	13.8	11.4	2.3	10.4	15.8	16.5	1.8	7.0	74.7
June 1967*	2.3	6.0	13.7	11.4	2.3	9.9	15.2	16.4	1.8	6.7	72.0
July 1966	4.7	6.1	14.8	12.5	2.3	12.7	16.6	16.4	1.7	6.6	79.6
INCE EDWARD ISLAND											
July 1967†	0.2	0.1	3.2	2.7	0.5	2.2	2.9	3.8	0.6	2.5	15.5
June 1967*	0.1	0.1	2.9	2.4	0.5	2.0	2.9	3.8	0.6	2.4	14.8
July 1966	0.3	0.1	3.0	2.5	0.5	2.4	2.9	3.8	0.6	2.4	15.5
VA SCOTIA											
July 1967†	2.6	7.2	33.9	18.5	15.4	14.8	22.6	28.7	6.3	14.8	131.0
June 1967*	2.7	7.3	33.4	18.1	15.4	14.9	22.7	28.6	6.4	14.1	130.2
July 1966	2.8	7.4	35.0	18.4	16.6	15.2	24.1	28.3	5.9	14.2	133.1
W BRUNSWICK											
July 1967†	9.9	3.0	29.6	19.3	10.3	11.7	23.9	23.1	4.2	11.6	116.8
June 1967*	8.7	3.0	29.0	18.9	10.1	11.2	22.6	23.0	4.2	11.2	112.6
July 1966	10.4	2.8	27.4	18.1	9.3	13.1	22.6	23.0	4.1	10.6	114.0
EBEC											
July 1967†	29.0	27.8	507.8	313.3	194.5	96.7	182.7	240.5	74.9	167.9	1,327.1
June 1967*	28.7	27.5	508.5	317.8	190.8	92.7	183.4	241.8	74.2	168.1	1,325.1
July 1966	29.1	28.1	509.3	313.0	196.3	116.6	177.2	232.1	70.4	149.9	1,312.6
TARIO											
July 1967†	13.3	36.2	802.3	360.3	442.0	149.5	217.9	364.5	114.8	240.8	1,939.3
June 1967*	13.3	35.9	814.4	363.0	451.4	145.0	220.4	373.1	113.9	239.7	1,955.8
July 1966	13.6	26.8	794.3	359.9	434.5	154.3	218.9	358.3	107.5	233.0	1,906.7
NITOBA											
July 1967†	1.5	6.3	47.9	27.6	20.3	17.9	49.5	51.3	12.2	29.4	216.0
June 1967*	1.5	6.1	48.2	27.7	20.4	17.5	49.0	51.5	12.0	29.2	214.9
July 1966	1.6	5.8	47.2	27.7	19.5	17.1	48.1	51.1	12.0	28.3	211.2
KATCHEWAN											
July 1967†	0.2	5.4	16.2	10.2	6.0	18.2	29.0	37.9	8.5	18.6	134.0
June 1967*	0.2	5.5	16.1	10.0	6.0	17.3	28.3	37.7	8.3	18.1	131.4
July 1966	0.2	5.2	15.6	10.2	5.4	18.4	28.7	37.5	8.2	17.7	131.5
BERTA											
July 1967†	3.7	19.4	52.4	26.8	25.7	39.6	52.8	76.2	16.0	51.4	311.5
June 1967*	3.3	19.1	52.3	26.4	25.9	39.0	51.5	76.1	15.8	50.1	307.2
July 1966	4.8	18.3	49.9	26.4	23.5	38.5	51.0	73.2	14.5	47.7	297.9
TISH COLUMBIA											
July 1967†	19.3	10.3	129.5	54.1	75.3	40.7	79.7	94.5	24.8	72.9	471.6
June 1967*	19.3	9.8	127.0	51.7	75.4	40.1	78.6	93.0	24.5	71.6	464.0
July 1966	22.0	10.9	134.4	53.9	80.4	40.0	76.9	92.7	23.5	68.8	469.3

*Revised. †Preliminary. ‡Includes health services (except hospitals); motion picture and recreational services to business management; onal services (except domestic and miscellaneous services).

BASIS: 1960 Standard Industrial Classification. NOTE: Estimates may not add to totals due to rounding; Yukon and NWT included in Canada l only.

SOURCE: *Estimates of Employees by Province and Industry*, (DBS Cat. No. 72-002).

TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	July 1967	June 1967	July 1966	July 1967	June 1967	July 1966
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	113.7	112.5	102.9	127.28	128.92	116.83
Metals	109.1	108.3	93.0	129.03	129.57	118.88
Mineral fuels	104.9	105.4	100.9	129.13	135.11	119.65
Non-metals except fuels	124.4	121.4	122.3	113.97	117.48	103.34
Quarries and sand pits	129.7	127.8	140.7	111.86	111.76	105.06
Services incidental to mining	144.5	140.0	134.4	136.02	134.42	123.49
MANUFACTURING	124.3	124.7	124.0	106.18	106.60	99.24
Durable goods	133.7	134.4	133.1	113.69	114.28	106.50
Non-durable goods	116.7	116.8	116.7	99.26	99.49	92.59
Food and beverages	119.5	115.3	117.9	94.05	94.81	86.81
Foods	119.2	114.5	118.0	90.76	91.34	83.38
Beverages	121.8	120.1	116.7	114.06	115.39	108.82
Tobacco processing and products	95.1	96.5	91.2	110.91	113.46	104.60
Rubber products	120.6	122.4	124.4	109.42	108.42	101.35
Leather products	98.0	99.8	104.4	69.63	70.31	65.46
Textile products	117.3	119.0	113.2	86.88	86.78	81.01
Knitting mills	111.3	112.5	117.9	66.43	66.84	62.27
Clothing	108.5	111.4	113.4	64.57	64.33	60.19
Wood products	113.6	112.7	120.0	95.36	95.45	87.36
Furniture and fixtures	128.6	127.7	133.9	87.09	87.41	80.56
Paper and allied industries	120.9	122.0	121.2	125.29	125.26	119.12
Printing, publishing and allied industries	113.4	115.1	111.0	113.82	113.53	106.32
Primary metal industries	126.4	127.4	120.5	129.33	128.72	119.92
Metal fabricating industries	132.6	135.3	137.4	111.31	111.69	105.93
Machinery, except electrical	147.3	150.8	147.8	120.59	119.46	113.58
Transportation equipment	147.7	156.6	136.4	121.65	123.79	115.29
Electrical products	142.5	131.6	141.4	107.13	107.63	101.55
Non-metallic mineral products	121.1	122.5	131.2	114.67	113.90	108.44
Petroleum and coal products	107.2	106.1	105.0	155.78	154.98	147.13
Chemicals and chemical products	120.3	121.7	118.1	120.60	121.84	114.91
Miscellaneous manufacturing industries	131.5	133.7	132.9	92.43	92.41	85.46
CONSTRUCTION	132.4	128.0	150.5	133.68	132.25	123.10
Building	133.0	130.6	144.0	128.65	127.71	118.63
Engineering	131.2	123.3	163.2	142.55	140.62	130.77
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	116.2	115.3	112.0	113.43	112.59	105.13
Transportation	113.9	113.2	108.5	113.55	113.09	105.64
Storage	122.6	120.2	120.9	97.56	97.86	92.42
Communication	120.7	119.6	120.4	107.32	106.61	98.28
TRADE	124.4	126.1	121.9	82.43	82.14	78.01
Wholesale trade	123.7	123.2	119.6	100.56	101.39	95.35
Retail trade	124.8	127.7	123.3	72.42	71.80	68.26
FINANCE, INSURANCE AND REAL ESTATE	127.2	126.4	122.1	100.05	99.81	92.72
Financial institutions	130.1	129.0	126.5	96.13	95.56	89.40
Insurance and real estate	123.3	122.9	115.9	105.60	105.81	97.81
SERVICE	161.4	160.7	145.8	76.31	75.23	70.57
Recreational services	149.6	148.3	146.1	67.16	66.37	62.47
Business services	172.0	174.0	160.5	114.63	112.88	108.88
Personal services	149.1	148.2	137.0	55.82	55.43	53.28
Miscellaneous services	197.5	193.9	157.9	89.35	86.37	76.93
INDUSTRIAL COMPOSITE	125.5	125.3	123.9	103.28	102.96	96.67

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries*, (DBS Cat. No. 72-002).

BLE C-5—Hours and Earnings, Hourly-Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	July 1967	June 1967	July 1966	July 1967	June 1967	July 1966	July 1967	June 1967	July 1966
				$	$	$	$	$	$
NING, INCLUDING MILLING	40.9	42.3	41.6	2.87	2.83	2.57	117.55	119.78	106.73
Metals	40.8	41.6	41.6	3.01	2.97	2.68	122.87	123.67	111.70
Mineral fuels	36.7	42.9	37.0	2.44	2.40	2.31	89.76	102.73	85.69
Non-metals, except fuels	41.7	42.7	40.7	2.63	2.63	2.43	109.57	112.28	98.66
Quarries and sand pits	49.2	49.2	50.3	2.23	2.25	2.05	109.80	110.80	103.31
Services incidental to mining	41.8	42.3	43.7	3.14	3.08	2.75	131.09	130.62	120.13
ANUFACTURING	40.2	40.6	40.6	2.40	2.39	2.23	96.52	97.13	90.46
Durable goods	40.6	41.1	41.0	2.58	2.57	2.41	104.84	105.65	98.66
Non-durable goods	39.9	40.1	40.3	2.22	2.21	2.05	88.44	88.77	82.53
Food and beverages	40.7	40.6	41.0	2.10	2.11	1.90	85.42	85.77	77.98
Foods	40.6	40.5	40.9	2.03	2.04	1.83	82.58	82.74	74.87
Beverages	41.5	41.8	42.9	2.59	2.59	2.38	107.38	108.24	102.15
Tobacco processing and products	37.0	37.9	37.1	2.72	2.73	2.59	100.70	103.49	95.88
Rubber products	41.0	40.9	40.8	2.49	2.45	2.32	102.01	100.26	94.56
Leather products	38.6	39.3	39.0	1.64	1.64	1.53	63.30	64.22	59.69
Textile products	40.8	40.9	41.0	1.86	1.86	1.72	75.94	75.92	70.40
Miscellaneous textiles	39.9	39.4	39.8	1.79	1.69	1.61	71.57	66.67	64.17
Knitting mills	40.0	40.2	40.4	1.47	1.48	1.37	58.76	59.47	55.28
Clothing	36.5	36.5	36.8	1.59	1.58	1.47	58.06	57.85	54.30
Wood products	40.0	40.2	39.8	2.28	2.27	2.08	91.11	91.28	82.82
Furniture and fixtures	41.9	42.1	41.8	1.91	1.91	1.79	80.07	80.61	74.63
Paper and allied industries	41.1	41.8	42.0	2.86	2.83	2.68	117.64	118.31	112.52
Pulp and Paper mills	41.1	42.2	42.2	3.10	3.07	2.92	127.31	129.38	123.19
Printing, publishing and allied industries	38.7	38.7	38.8	2.88	2.88	2.71	111.44	111.38	105.26
Primary metal industries	40.7	40.8	40.9	2.99	2.93	2.80	121.67	119.54	114.57
Iron and steel mills	40.3	40.3	40.4	3.13	3.11	2.94	126.03	125.57	118.78
Metal fabricating industries	40.9	41.4	41.7	2.53	2.52	2.40	103.54	104.20	100.00
Machinery, except electrical	40.7	40.8	41.8	2.72	2.70	2.55	110.71	110.08	106.46
Transportation equipment	40.1	41.5	40.0	2.80	2.80	2.63	112.41	116.28	105.24
Aircraft and parts	40.9	42.1	39.5	2.76	2.76	2.64	112.83	116.16	104.32
Motor vehicles	40.4	41.6	40.3	2.90	2.89	2.69	117.00	120.36	108.48
Assembling	40.3	42.8	41.4	3.13	3.10	2.91	126.26	132.75	120.50
Parts and accessories	40.4	40.5	39.6	2.82	2.78	2.60	113.98	112.84	102.78
Shipbuilding and repairing	38.4	40.4	40.0	2.69	2.65	2.60	103.10	107.22	103.92
Electrical products	39.4	39.8	40.0	2.33	2.28	2.19	91.90	90.73	87.64
Communications equipment	38.4	39.2	39.0	2.24	2.15	2.07	86.22	84.08	80.80
Non-metallic mineral products	43.5	43.6	44.4	2.51	2.48	2.32	109.10	108.18	103.25
Petroleum and coal products	43.2	42.4	43.4	3.36	3.37	3.17	145.45	142.73	137.50
Chemical and chemical products	40.1	41.4	40.9	2.61	2.60	2.44	104.68	107.74	99.92
Miscellaneous manufacturing industries	40.1	40.4	40.4	1.95	1.94	1.80	78.34	78.39	72.52
NSTRUCTION	43.0	42.4	44.3	3.08	3.08	2.74	132.44	130.66	121.55
Building	40.2	39.8	41.4	3.15	3.15	2.82	126.80	125.49	116.91
General contractors	40.1	39.7	41.5	3.02	3.00	2.69	121.09	118.99	111.69
Special trade contractors	40.3	39.9	41.3	3.28	3.29	2.96	131.96	131.04	122.28
Engineering	47.7	47.1	49.3	2.98	2.97	2.63	142.23	140.14	129.51
Highways, bridges and streets	49.6	48.5	51.2	2.43	2.41	2.23	120.39	116.89	114.30
Other engineering	45.7	45.7	47.4	3.63	3.58	3.03	165.70	163.69	143.74
HER INDUSTRIES									
Urban transit	44.8	43.0	43.1	2.90	2.87	2.72	129.93	123.36	117.35
Highway and bridge maintenance	40.3	40.3	41.5	2.20	2.25	1.96	88.83	90.84	81.22
Laundries, cleaners and pressers	38.8	39.0	38.6	1.40	1.41	1.30	54.25	55.08	50.23
Hotels, restaurants and taverns	35.3	34.7	36.0	1.38	1.37	1.29	48.53	47.66	46.50

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings*, (DBS Cat. No. 72-003).

TABLE C-6—Earnings and Hours of Hourly-Rated Wage Earners in Manufacturing

Period	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Monthly Average					
1962	40.7	1.88	76.75	103.1	101.9
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
1966†	40.8	2.25	91.65	123.1	110.2
Last Pay Period in					
1966—July	40.6	2.23	90.46	121.5	108.3
August	41.1	2.24	91.95	123.5	110.0
September	41.2	2.27	93.65	125.8	111.8
October	41.2	2.29	94.49	126.9	112.7
November	41.0	2.31	94.43	126.8	112.3
December	38.5	2.31	89.24	119.9	106.1
1967—January	40.1	2.34	93.26	125.3	110.8
February	40.2	2.35	94.23	126.6	111.6
March	40.1	2.37	95.02	127.6	111.6
April	40.5	2.38	96.50	129.6	113.1
May	40.3	2.38	96.06	129.0	112.0
June*	40.6	2.39	97.13	130.5	112.2
July†	40.2	2.40	96.52	129.6	111.0

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-7—Hours and Earnings in Manufacturing, Hourly-Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	July 1967	June 1967	July 1966	July 1967	June 1967	July 1966
				$	$	$
Newfoundland	42.1	42.4	40.0	1.92	1.89	1.77
Nova Scotia	40.7	40.6	40.8	1.91	1.89	1.82
New Brunswick	41.2	41.8	42.4	1.93	1.93	1.82
Quebec	40.8	41.4	41.5	2.16	2.16	2.01
Ontario	40.3	40.6	40.5	2.52	2.51	2.34
Manitoba	39.9	40.2	40.5	2.15	2.14	1.94
Saskatchewan	40.0	40.0	41.0	2.49	2.45	2.28
Alberta	39.9	39.8	40.6	2.46	2.47	2.25
British Columbia	37.4	37.7	37.7	3.01	2.97	2.78

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

D—Manpower Division

The reorganization of manpower activities under the Department of Manpower and Immigration has led to a number of administrative changes which have, in turn, altered the significance of D-Table statistics about employment placements and unfilled job vacancies.

The result is that valid comparisons with previous periods are not possible on the basis of these statistics. Accordingly, their publication is being suspended.

New statistical series are being developed to give more significant information about persons using the services of Canada Manpower Centres. The results will be published as they become available.

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance, Pensions and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act*, Cat. No. 73-001. For further information regarding the nature of the data see Technical Note, page 25.

TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act

End of	*Total**	*Employed*	*Claimants*
1967—July	4,902,000	4,655,700	246,300
June	4,736,000	4,493,200	242,800
May	4,655,000	4,373,900	281,100
April	4,746,000	4,253,700	492,300
March	4,750,000	4,206,200	543,800
February	4,681,000	4,129,200	551,800
January	4,684,000	4,152,100	531,900
1966—December	4,633,000	4,209,600	423,400
November	4,591,000	4,324,700	266,300
October	4,521,000	4,336,700	184,300
September	4,528,000	4,363,100	164,900
August	4,577,000	4,389,800	187,200
July	4,512,000	4,316,000	196,000

*Commencing March 31, 1967, agricultural workers are included, as coverage was extended to certain workers in this industry April 1, 1967.

TABLE E-4—Benefit Payments, by Province, August 1967

Province	*Weeks Paid**	*Amount of Benefit Paid*
Newfoundland	17,184	416,945
Prince Edward Island	2,658	58,238
Nova Scotia	28,963	691,365
New Brunswick	20,754	480,460
Quebec	222,254	5,475,145
Ontario	265,342	6,499,994
Manitoba	21,181	480,265
Saskatchewan	11,908	266,732
Alberta	23,474	557,094
British Columbia, Yukon Territory	77,480	1,922,481
Total, Canada, August 1967	691,198	16,848,719
Total, Canada, July 1967	719,947	17,743,009
Total, Canada, August 1966	500,900	11,821,420

*Represents the total of complete and partial weeks of benefit paid during the month.

TABLE E-3—Initial and Renewal Claims for Benefit, by Province, August 31, 1967

Province	*Claims Filed at Local Offices*			*Disposal of Claims and Claims Pending at the End of the Month*			
	Total	*Initial*	*Renewal*	*Total Disposal of*	*Entitled to Benefit*	*Not Entitled to Benefit*	*Pending*
Newfoundland	1,641	1,159	482	1,693	1,037	656	528
Prince Edward Island	229	165	64	234	137	97	84
Nova Scotia	3,925	2,707	1,218	3,953	2,649	1,304	954
New Brunswick	2,576	1,797	779	2,831	1,666	1,165	753
Quebec	27,807	18,351	9,456	30,909	17,735	13,174	9,795
Ontario	37,886	27,702	10,184	43,351	21,116	22,235	11,540
Manitoba	1,791	1,341	450	2,166	1,263	903	375
Saskatchewan	946	741	205	962	576	386	325
Alberta	2,524	1,959	565	2,660	1,585	1,075	627
British Columbia, Yukon Territory	13,210	8,103	5,107	11,943	7,930	4,013	3,932
Total, Canada, August 1967	92,535*	64,025	28,510	100,702†	55,694	45,008	28,913
Total, Canada, July 1967	102,099	66,049	36,050	80,855	42,547	38,308	32,985
Total, Canada, August 1966	83,637	62,793	20,844	85,980	45,331	40,649	30,642

*In addition, revised claims received numbered 30,482.

†In addition, 30,482 revised claims were disposed of. Of these 3,329 were special requests not granted and 1,397 were appeals by claimants. There were 7,006 revised claims pending at the end of the month.

TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at August 31, 1966

Province and sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	July 31 1967	August 31 1966
CANADA	227,098	94,047	60,674	44,935	27,442	246,262	187,172
Male	134,875	63,528	33,993	23,426	13,928	147,484	113,175
Female	92,223	30,519	26,681	21,509	13,514	98,778	73,997
NEWFOUNDLAND	5,767	2,053	1,602	1,340	772	6,031	4,875
Male	4,201	1,572	1,193	951	485	4,629	3,535
Female	1,566	481	409	389	287	1,402	1,340
PRINCE EDWARD ISLAND	757	248	251	186	72	856	739
Male	416	153	139	91	33	494	483
Female	341	95	112	95	39	362	256
NOVA SCOTIA	9,695	3,329	2,709	1,839	1,818	9,497	8,940
Male	6,678	2,543	1,761	1,205	1,169	6,490	6,176
Female	3,017	786	948	634	649	3,007	2,764
NEW BRUNSWICK	7,145	2,540	1,804	1,686	1,115	7,742	7,810
Male	4,662	1,767	1,124	1,171	600	4,977	5,436
Female	2,483	773	680	515	515	2,765	2,374
QUEBEC	72,284	29,645	19,705	15,303	7,631	77,611	53,132
Male	46,790	20,977	12,501	9,139	4,173	49,321	32,040
Female	25,494	8,668	7,204	6,164	3,458	28,290	21,092
ONTARIO	87,350	37,401	23,955	16,120	9,874	103,097	76,561
Male	47,791	23,885	12,189	7,093	4,624	59,886	45,649
Female	39,559	13,516	11,766	9,027	5,250	43,211	30,912
MANITOBA	5,719	1,911	1,535	1,244	1,029	5,934	5,138
Male	2,635	1,017	687	492	439	2,750	2,316
Female	3,084	894	848	752	590	3,184	2,822
SASKATCHEWAN	3,275	965	944	708	658	3,388	3,024
Male	1,266	424	286	254	302	1,389	1,267
Female	2,009	541	658	454	356	1,999	1,757
ALBERTA	7,353	2,610	1,805	1,795	1,143	7,150	5,652
Male	3,137	1,168	645	790	534	3,473	2,894
Female	4,216	1,442	1,160	1,005	609	3,677	2,758
BRITISH COLUMBIA, YUKON TERRITORY	27,753	13,345	6,364	4,714	3,330	24,956	21,301
Male	17,299	10,022	3,468	2,240	1,569	14,075	13,379
Female	10,454	3,323	2,896	2,474	1,761	10,881	7,922

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE F-1—Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(*1949 = 100*)				
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1966—Year	143.9	144.5	144.7	126.0	150.8	180.9	158.7	125.1
1966—October	145.3	145.6	146.1	129.2	151.1	182.7	159.2	126.4
November	145.5	144.7	146.6	129.8	151.1	184.5	161.3	126.5
December	145.9	144.7	147.2	129.7	152.6	184.5	161.5	126.5
1967—January	146.0	144.9	147.6	128.6	153.0	184.9	161.9	126.5
February	146.1	144.1	147.7	129.1	155.0	185.1	163.6	126.8
March	146.5	143.3	148.4	130.8	155.6	185.2	163.7	127.5
April	147.8	144.0	150.1	131.9	157.0	190.0	164.2	127.7
May	148.1	143.7	150.5	131.9	157.2	191.0	166.6	127.9
June	148.8	144.8	151.2	132.5	158.2	190.7	167.1	128.1
July	150.2	148.5	151.9	132.5	158.3	191.5	167.8	128.1
August	150.9	151.2	152.2	132.3	158.0	191.9	167.9	128.6
September	150.7	148.5	152.6	134.7	158.4	191.4	168.7	128.6
October	150.5	147.8	153.1	133.7	157.9	193.2	169.4	128.6

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of October 1967

	All Items									
	Oct. 1967	*Sept. 1967*	*Oct. 1966*	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recrea-tion and Reading*	*Tobacco and Alcohol*
						(1949 = 100)				
St. John's, Nfld.*	130.8	130.8	126.5	127.2	122.7	128.1	126.1	191.5	155.8	120.4
Halifax	142.5	142.4	139.0	140.4	140.1	142.1	143.4	188.0	190.7	131.8
Saint John	145.7	145.7	141.7	144.1	139.5	143.5	155.2	213.5	175.4	131.1
Montreal	148.8	149.1	142.6	151.8	145.2	125.6	182.1	198.0	172.9	131.9
Ottawa	148.6	148.3	144.9	148.6	144.0	139.3	168.4	203.0	165.0	136.0
Toronto	151.8	152.2	148.1	144.9	153.9	140.8	159.1	190.9	207.0	132.5
Winnipeg	146.8	147.1	140.6	146.4	135.8	147.0	150.1	208.9	165.5	147.4
Saskatoon-Regina	140.6	140.9	136.9	144.0	134.3	145.6	142.0	166.9	162.5	129.3
Edmonton-Calgary	141.7	142.0	136.2	140.3	136.5	144.3	142.8	196.7	162.2	126.1
Vancouver	144.9	145.1	140.0	142.0	146.0	136.1	154.8	178.5	164.7	128.5

*St. John's index on the base June 1951 = 100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 67.

TABLE G-1—Strikes and Lockouts, 1962-67

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Strikes and Lockouts in Existence During Month or Year: Workers Involved	Duration in Man-Days: Man-Days	Duration in Man-Days: Per cent of Estimated Working Time
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
*1966	582	617	411,459	5,178,170	0.34
*1966—October	41	94	25,006	195,600	0.16
November	41	82	28,333	222,190	0.16
December	22	59	12,602	153,310	0.12
*1967—January	37	63	27,358	235,040	0.19
February	35	67	87,149	489,600	0.41
March	39	63	16,914	90,360	0.07
April	48	75	17,579	151,690	0.13
May	52	97	53,291	480,050	0.35
June	40	102	54,035	693,100	0.50
July	36	104	35,489	310,430	0.24
August	38	100	30,526	415,700	0.29
September	31	92	34,282	449,550	0.36
October	21	70	24,725	326,850	0.25

*Preliminary.

TABLE G-2—Strikes and Lockouts, October 1967 by Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	210	4,410
Mines	1	46	410
Manufacturing	35	9,481	157,520
Construction	8	4,588	39,560
Transportation and utilities	11	7,722	94,080
Trade	9	2,426	27,040
Finance	—	—	—
Service	4	202	2,780
Public administration	1	50	1,050
ALL INDUSTRIES	70	24,725	326,850

TABLE G-3—Strikes and Lockouts, October 1967 by Jurisdiction (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	1	26	550
Prince Edward Island	—	—	—
Nova Scotia	1	46	410
New Brunswick	2	222	4,670
Quebec	15	10,975	128,280
Ontario	29	5,995	76,310
Manitoba	—	—	—
Saskatchewan	1	834	1,230
Alberta	2	32	690
British Columbia	15	6,343	110,330
Federal	4	252	4,380
ALL JURISDICTIONS	70	24,725	326,850

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers October 1967 (Preliminary)

Industry, Employer — Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Result*
			October	*Accumulated*		
FORESTRY						
Columbia Cellulose— Celgar Woods Division, Nakusp, B.C.	Woodworkers Locs. 1-405 & 1-417 (AFL-CIO/CLC)	210	4,410	6,300	Sept. 19 —	Wages—
MANUFACTURING						
Textiles						
Spinrite Yarns & Dyers Ltd., Listowel, Ont.	Textile Workers' Union (AFL-CIO/CLC)	158	3,320	38,900	Nov. 21 —	Wages, union security, bonding of employees—
Canadian Celanese Ltd., Sorel, Que.	Textile Workers' Union, Loc. 1434 (AFL-CIO/CLC)	739	7,140	7,140	Oct. 18 —	Wages—
Wood						
Several lumber companies, Various locations, British Columbia	Woodworkers various locals (AFL-CIO/CLC)	5,105	87,260	87,260	Oct. 4 —	Wages—
Les Industries Baribeau, Lévis, Qué.	Building and Woodworkers' Federation (CNTU)	203	1,830	1,830	Oct. 19 —	Wages, hours, job evaluation—
Furniture and Fixtures						
Ten furniture manufacturing firms, Vancouver, B.C.	Upholsterers Loc. 1 (AFL-CIO/CLC)	231	4,770	8,210	Sept. 11 —	Wages, fringe benefits—
Paper						
Barber Ellis of Canada Ltd., Brantford, Ont.	Auto Workers Loc. 397 (AFL-CIO/CLC)	181	—	10,490	July 10 Oct. 2	Wages—12¢ an hr. increase immediately, 12¢ an hr. May 18, 1968, 12¢ May 18, 1969; 10 statutory holidays, other improved benefits.
Columbia Cellulose— Celgar Lumber Division, & Celgar Pulp Division, Castlegar, B.C.	Woodworkers Loc. 1-405 (AFL-CIO/CLC) Pulp and Paper Workers Loc. 1 (Ind.)	434	9,500	13,320	Sept. 18 —	Wages—
Printing and Publishing						
The Star, Telegram and Globe & Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	349	7,330	350,370	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen—
Primary Metals						
Reynolds Aluminum Co. of Canada Ltd., Cap-de-la-Madeleine, Que.	Steelworkers Loc. 7102 (AFL-CIO/CLC)	630	—	40,210	July 3 Oct. 2	Wages, hours, fringe benefits— Wage increase 20¢ an hr. immediately, 5¢ an hr. Apr. 1, 1968, 5¢ Oct. 1, 1968, 5¢ Apr. 1, 1969, 5¢ Oct. 1, 1969; 2 weeks vacation after 3 years, 3 weeks after 10 years, 4 weeks after 20 years, $150 in lieu of retroactive pay, other improved benefits.
Metal Fabricating						
Columbus McKinnon Ltd., St. Catharines, Ont.	Auto Workers Loc. 199 (AFL-CIO/CLC)	230	1,480	1,480	Oct. 23 —	Delayed negotiations in a new contract—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers October 1967 (Preliminary) (Continued)

Industry, Employer — Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Result*
			October	*Accumulated*		
Machinery						
Canadian Timken Co. Ltd., St. Thomas, Ont.	Steelworkers Loc. 4906 (AFL-CIO/CLC)	468	9,830	42,590	June 21 —	Wages in a new agreement—
Jeffreys Mfg. Ltd., Montreal, Que.	Auto Workers Loc. 151 (AFL-CIO/CLC)	150	3,150	5,400	Sept. 11 —	Wages, union security, bargainin unit, seniority, vacations—
Burroughs Business Machines, Ltd., Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	175	3,680	6,310	Sept. 11 —	Wages, cost of living bonus, fring benefits—
Transportation Equipment						
Blackstone Industrial Products Ltd., Stratford, Ont.	Auto Workers Loc. 1132 (AFL-CIO/CLC)	207	4,350	9,460	Aug. 25 —	Wages, fringe benefits—
Non-Metallic Mineral Products						
Wilson Concrete Products Ltd., Belleville, Ont.	Cement Workers Loc. 424 (AFL-CIO/CLC)	195	2,730	6,630	Sept. 1 Oct. 23	Wages, hours—Starting rate raise to 36¢-46¢ an hr., 15¢ an hr second year.
Dominion Glass Ltd., Burnaby, B.C.	Glass and Ceramic Workers Loc. 238 (AFL-CIO/CLC)	141	1,970	3,080	Sept. 20 Oct. 22	Wages—10% increase eff. Aug. 1 1967, 4% Apr. 15, 1968, 4% Dec 15, 1968; 3 weeks vacation after years, 9¢ and 12¢ for shift dif ferential, $50 retroactive pay other benefits.
CONSTRUCTION						
Various structural steel contractors, Various locations, Ontario.	Structural Iron Workers various locals (AFL-CIO/CLC)	3,162	27,550	241,040	May 10 —	Wages, hours, fringe benefits—
Hydro Electric Power Commission, Lambton Generating Station, Courtright, Ont.	Various unions	330	6,930	24,420	July 17 —	Disagreement over a clause in new contract—
Foundation Company of Canada, Prince Albert, Sask.	Plumbers Loc. 264 (AFL-CIO/CLC)	834	1,230	1,230	Oct. 6 Oct. 16	Jurisdictional dispute between unions—Return of workers when jurisdiction resolved.
TRANSPORTATION AND UTILITIES						
Transportation						
Montreal Transportation Commission Metropolitan Montreal, Que.	Public Service Employees Federation (CNTU)	6,000	85,710	128,570	Sept. 21 Oct. 21	Wages—Return of workers referra to conciliation.
Various trucking firms, Montreal and area, Que.	Teamsters Loc. 931 (Ind.)	1,400	3,500	3,500	Oct. 28 —	Wages—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers October 1967 (Preliminary) (Concluded)

Industry, Employer — Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Result*
			October	*Accumulated*		
TRADE						
Various retail grocery stores, Quebec, Que.	Commerce and Office Employees (CNTU)	2,000	18,330	18,330	Oct. 19 —	Wages, hours—
Cargill Grain Company Ltd.,* Baie Comeau, Que.	CNTU-chartered local	175	3,680	4,560	Sept. 25 —	Not reported—
Several automobile dealers, Saint John, N.B.	Machinists Loc. 2253 (AFL-CIO/CLC)	157	3,300	18,090	May 29 —	Union recognition—
SERVICE						
Health and Welfare						
Government of Quebec, Province-wide, Que.	Quebec Association of Radiologists	180	2,520	8,820	Aug. 11 Oct. 23	Fees and control over private practice—Return of radiologists.

*Federal Jurisdiction.

Technical Notes to "G" Tables

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in the section cover strikes and lockouts which amount to ten or more man-days.

The developments leading to work stoppages are often too complex to make it practicable to distinguish statistically between strikes on the one hand and lockouts on the other. However, a work stoppage that is clearly a lockout is not often encountered.

The data on workers involved include all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Where the number of workers involved varied in the course of the stoppage, the maximum number is used for monthly totals, but adjustments are made for changes reported in the number of workers involved in work stoppages extending over two or more months. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included in the data on workers involved. Their number, however, if any, is shown in parentheses for the major work stoppages listed in Table G-4. The data in parentheses are those reported at an early stage of the work stoppage, and they refer only to the plant or premises at which the stoppage occurred.

Duration of strikes and lockouts in man-days is calculated by multiplying the number of workers involved in each work stoppage by the number of working days the work stoppage was in progress. Where the number of workers involved varied significantly in the course of the stoppage, an appropriate adjustment is made in the calculation as far as this is practicable. The duration in man-days of all stoppages in a month or year is also shown as a percentage of estimated working time, based on the corresponding monthly figure or annual average figure for non-agricultural paid workers in Canada. The data on duration of work stoppages in man-days are provided to facilitate comparison of work stoppages in terms of a common denominator; they are not intended as a measure of the loss of productive time to the economy. For convenience of expression, however, duration in man-days is on occasion referred to as "time loss" in reviews based on this series.

The data on the distribution of work stoppages by industry in Table G-2 follow the Standard Industrial Classification (1960) (DBS Cat. No. 12-501).

In Table G-3 work stoppages are classified according to jurisdiction, whether federal or provincial. This is done on the basis of the government agency that intervened in the dispute. Where there was no such intervention the classification is, wherever possible, on the basis of the agency that previously dealt with labour matters in the establishment involved.

Work stoppages involving 100 or more workers are listed in Table G-4, which shows in each instance the employer(s) and the location of the premises at which the work stoppage occurred, the union(s) directly involved or concerned in the dispute, number of workers involved, duration in man-days, starting date (the first day on which normal operations were affected) and termination date. For work stoppages that are terminated by mutual agreement, the termination date is usually the day on which work was resumed. Work stoppages that have not been resolved in this way are as a rule considered terminated, for statistical purposes, at the date by which it was established that two-thirds or more of the workers involved had either returned to work, or had found work with other employers, or had been replaced by new employees; or the date by which it was reported that the operations affected by the work stoppage would not be resumed. Also shown in Table G-4 are the major issues, as far as known, that led to work stoppage, and the result, i.e., the terms of settlement of major issues where a settlement was reached when the work stoppage terminated, or the circumstances in which the work stoppage came to an end.

While the methods used to obtain data on work stoppages preclude the likelihood of major omissions, it is not always possible, particularly on a preliminary basis, to obtain precise information in detail. Consequently the information in this section may not be accurate in all respects.

H—Employment Fatalities

TABLE H—Employment Fatalities in Canada During Third Quarter of 1967

	Agriculture	*Forestry*	*(1) Fishing*	*(2) Mining*	*Manufacturing*	*Construction*	*(3) Transportation*	*Trade*	*(4) Finance*	*(5) Service*	*(6) Public Administration*	*Total*	*Per Cent of Total*
By Industry* and Age Group													
14–19	1	—	—	1	4	6	1	2	—	—	—	15	6.3
20–24	2	1	—	4	3	21	8	2	—	—	3	44	18.4
25–44	—	9	7	9	9	31	25	4	1	2	3	100	41.9
45–64	3	2	—	7	14	11	21	1	1	4	3	67	28.0
65 and over	2	—	1	1	2	1	2	1	1	2	—	13	5.4
TOTAL	8	12	8	22	32	70	57	10	3	8	9	239**	100.0
By Industry and Occupation†													
Farmers (a)	8	—	—	—	—	—	—	—	—	—	—	8	3.3
Loggers (b)	—	9	—	—	—	—	1	—	—	—	1	11	4.6
Fishermen (c)	—	—	8	—	—	—	—	—	—	—	—	8	3.3
Miners (d)	—	—	—	17	1	5	—	3	—	—	—	26	10.9
Craftsmen (e)	—	1	—	3	21	42	17	3	1	6	1	95	39.8
Labourers (f)	—	—	—	—	1	18	3	1	1	—	—	24	10.0
Transport (g)	—	1	—	1	5	2	30	1	—	—	—	40	16.8
Managerial	—	1	—	—	2	1	3	1	—	—	—	8	3.3
Professional (h)	—	—	—	—	—	2	1	—	—	1	—	4	1.7
Clerical	—	—	—	—	—	—	—	1	—	—	—	1	0.4
Sales	—	—	—	—	1	—	1	—	—	—	—	2	0.9
Service (i)	—	—	—	1	1	—	1	—	1	1	7	12	5.0
TOTAL	8	12	8	22	32	70	57	10	3	8	9	239**	100.0
By Industry and Type of Accident‡													
Struck by objects (j)	1	7	—	9	6	14	4	2	—	1	—	44	18.4
Falls and slips (k)	1	—	—	4	5	15	4	2	1	3	—	35	14.6
Collisions, derailments (l)	1	3	6	2	3	19	31	2	—	—	1	68	28.5
Caught in, on, between (m)	2	2	1	3	6	4	7	—	—	—	—	25	10.4
Inhalations (n)	—	—	—	2	3	6	1	2	—	1	—	15	6.3
Conflagrations (o)	1	—	1	1	3	1	2	1	1	—	3	14	5.9
Electric current (p)	2	—	—	1	1	5	4	1	—	1	2	17	7.1
Over-exertion (q)	—	—	—	—	1	4	1	—	—	2	2	10	4.2
Striking against (r)	—	—	—	—	—	—	—	—	—	—	—	—	—
Miscellaneous (s)	—	—	—	—	4	2	3	—	1	—	1	11	4.6
TOTAL	8	12	8	22	32	70	57	10	3	8	9	239**	100.0
PER CENT OF TOTAL	3.3	5.0	3.3	9.2	13.4	29.3	23.9	4.2	1.3	3.3	3.8	100.0	

*Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insurance and real estate. (5) Community, business and personal service. (6) Defence.

†Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen and related workers. (e) Production process and related workers. (f) Unskilled workers (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupations. (i) Recreation workers.

‡Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contact, absorptions, ingestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (s) Violence, bites, stings, etc.

**Of these totals, 171 fatalities were reported by the various provincial Workmen's Compensation Boards; details of the remaining 68 were obtained from other sources.